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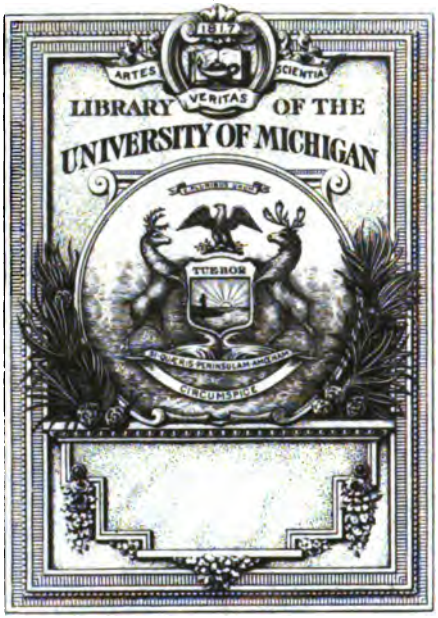

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CHARGES AGAINST THE FEDERAL BOARD FOR VOCATIONAL EDUCATION

HEARINGS AND REPORT

OF THE

COMMITTEE ON EDUCATION

HOUSE OF REPRESENTATIVES

SIXTY-SIXTH CONGRESS
SECOND SESSION

U. S. Congress. House. Committee on Education.

IN TWO VOLUMES

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COMMITTEE ON EDUCATION.

HOUSE OF REPRESENTATIVES.

SIXTY-SIXTH CONGRESS, SECOND SESSION.

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CHARGES AGAINST THE FEDERAL BOARD FOR VOCATIONAL EDUCATION.

COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Tuesday, March 2, 1920.

The committee met at 10.50 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. If there is no objection on the part of the committee we will proceed now with Mr. Husted's resolution, H. R. 478.

Mr. HUSTED. Mr. Chairman, I assume that all the members of the committee are more or less familiar with the articles by Mr. Littledale, which have appeared from time to time in the New York Evening Post, and which were, I assume, sent out in a collected form to the Members of Congress a few days ago. The New York Evening Post is one of the oldest and one of the most conservative journals in the city of New York. It has never gone into sensationalism; on the contrary, it is a newspaper that has kept about as far away from it as any newspaper in the city of New York. Mr. Littledale, who has written these articles, is a gentleman of reputation who did very important work in connection with the prison reform in New Jersey, and is a man of standing and character.

I understand that he has been personally conducting this investigation into the activities of the Federal Vocational Education Board. He states that the central office here in Washington has sent out what has come to be known as the "hard boiled order" to its agents who were invested with the duty of passing upon applications of disabled soldiers for treatment under the rehabilitation act. I think we are all more or less disappointed with the results that have been obtained by the board. I think we feel that they have had time enough, that they have had money enough to accomplish more than has been accomplished. We passed the law about six months before any disabled soldier applied for treatment. They have had time enough, it seems to me, to make their plans if they had been competent to administer this great trust and to get things in readiness for the reception of the soldiers and to give them actual treatment, but up to the 17th of January, as I understand it, less than 300 men had been actually turned out and given employment, and a great many thousands of men whose applications have been passed upon are still awaiting training, and a good deal of the training that has been given has not been at all practical.

I have had illustrations of that in many forms and I presume most of the members here have. I know one man in my district who did not have anything. He didn't have a dollar. He was rendered wholly incapable of earning a livelihood in the manner in which he had formerly been earning it before the war. He applied for training and after going over different lines of work he was advised to take up engraving. Well, he took it up on the advice of the man who questioned him. He took training for several months, and then he

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found out that the tools for his trade were going to cost him about $450. Well, he did not have a dollar to spend for tools to carry on this trade of engraving, so that all the work that he had been doing and the time he had spent in learning the trade was lost so far as he was concerned. That simply illustrates the impractical character of it.

Mr. BLANTON. Right there, do you lodge your criticism upon the fact that only—as you say you don't know how many have been turned out—as you say only 300 have been trained, graduated, and placed in positions? Do you lodge your criticism merely upon that alone, only so few in number?

Mr. HUSTED. Oh, no, no, no.

Mr. BLANTON. We have just begun it recently. We can not expect a university to turn out graduates in a short time. It takes some time to do that—three or four years to graduate from a university. Of course, this training does not take so long, but it has got to take a certain length of time to graduate them after they apply.

Mr. HUSTED. We do not lodge our criticism on that. My resolution is not concerned in that at all. We are disappointed with the results, and I think that most of us feel that this work is not in competent and efficient hands. That is my personal belief from what I have learned about it. This New York Evening Post asserts, and they say that they can prove it, that an order was issued to their agents.

Mr. DONOVAN. Is this man here that makes that charge? Who is the man that makes the charge?

Mr. HUSTED. Mr. Littledale. They say that an order was issued to the men who pass upon the applications of disabled soldiers, and this is the language of the order:

> The organs used in approving cases are the eyes and the brain. The ears and the heart do not function. Be hard boiled. Members of the district office staffs will beat you over the head with verbal pressure. District pressure causes all our mistakes. Put cotton in your ears and lock the door. If you are naturally sympathetic, work nights when nobody is there. Accept advice from central office. Take all the cigarettes you can get from members of the district office staffs, but no advice.

Mr. BLANTON. Now, then, the order to be worth anything would have to be issued by the headquarters, and the headquarters is down here within three blocks from the Capitol?

Mr. HUSTED. Yes.

Mr. BLANTON. Have you made inquiry down there to find out whether that order was given out?

Mr. HUSTED. I have not.

Mr. BLANTON. That information is easily ascertainable.

Mr. HUSTED. I will state my reasons for not making the inquiry. I do not rely entirely upon the statements published in the New York Evening Post. A representative of the Washington Herald called at my office and he told me that one of his intimate friends was one of those agents, and that his friend, this agent, had received this identical order containing this language. So there is not only the statement published in the New York Evening Post, but there is the statement of the representative of the Washington Herald, who can be called here to verify it.

Mr. BLANTON. Now, to clarify the situation right there, you want the truth, as well as the rest of us?

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Mr. HUSTED. I do.

Mr. BLANTON. Will you not permit me to ask Mr. Lamkin whether there was any such order as that in existence?

Mr. UEL W. LAMKIN. May I ask who signed the order?

Mr. BLANTON. Do you know of any such order being in existence, Mr. Lamkin?

Mr. UEL W. LAMKIN. I will reply to that that no such order was issued.

Mr. BLANTON. Do you know of any such order anywhere?

Mr. UEL W. LAMKIN. No such order was ever issued. That circular, or what was called "Helpful Hints to Representatives," was written out in one of the offices and it was brought up to me not as an order but just casually to show me something that they had been talking about. I disapproved it, and I blue-penciled the things that I disapproved of, one of them was the statement, "Be hard boiled," and another being the statement that the "Heart does not function."

Mr. HUSTED. They can read it over there in H. R. 478.

Mr. UEL W. LAMKIN. And another was, "If you are naturally sympathetic, work nights when nobody is there." That is not the attitude of the office.

Mr. BLANTON. Now, the subordinate that drew that up, did you discharge him?

Mr. LAMKIN. No, there was nothing drawn up.

Mr. BLANTON. I mean when they put those words on paper, that you blue-penciled?

Mr. BRAND. I want to know whose name was signed to that order.

Mr. HUSTED. I don't know; that is the purpose of my resolution, to find out that information.

Mr. DONOVAN. There have been crossed wires here. I think we ought to get the permission of the chairman when we want to speak. If I may have the chairman's permission just a moment, I will make this further suggestion: Mr. Husted should not be interrupted, of course, but he just happens to have been interrupted at a psychological moment. Mr. Lamkin was undertaking to answer one question asked by Mr. Blanton, and before he had completed answering Mr. Blanton's question, Mr. Blanton asked him another. Now, if it is agreeable I suggest that Mr. Lamkin be permitted to answer the first question asked by Mr. Blanton, as to whether such an order was issued. I think the explanation which he was making when he was interrupted discloses that there was a preliminary paper submitted to him which he blue-penciled and discarded. Perhaps somebody stole it from the files and circulated it.

The CHAIRMAN. If there are no other objections, the proper procedure will be followed and Mr. Husted will finish his statement, and then Mr. Lamkin may make a further statement if he wishes.

Mr. HUSTED. I have very little more to say, Mr. Chairman. If this charge is false, we owe it to the Federal Board for Vocational Education, we owe it to ourselves, and we owe it to the public to have that fact established. On the other hand, if the charge is true, either that the order was issued by this Federal Board for Vocational Education or that it was issued by some subordinate official with their knowledge and approval, or if it was issued and steps were not taken to rescind it, that it came to the knowledge of the board, or if the man who issued it has not been dismissed from the Government service as being utterly unfit to serve under the vocational rehabili-

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tation act, then we should know that. That is the purpose of my resolution, to ascertain these facts. I do not want to do an injustice to anybody; but I do want to do all I can to keep out of the service in the administration of this great trust men who are so utterly unsympathetic, men who are of such calloused minds that they could write or promulgate or could approve of such an order, or men who could sit silent with the knowledge that such an order was in existence.

The CHAIRMAN. Before you take your seat, Mr. Husted, have you read all of those articles?

Mr. HUSTED. Yes, sir.

The CHAIRMAN. Did you include in your resolution all of the points that you would like to have investigated, those that you have named in the series of articles?

Mr. HUSTED. My personal belief is that all the activities of the agents should be investigated; but I think that this one, perhaps, should be reported on at once, and we should get the facts in relation to this "hard-boiled" order. I can not imagine anything that would have a more depressing effect upon the disabled soldier whose application is pending before the board than to feel and believe that the men who are administering the affairs of the board have such an attitude toward his application as is revealed in that order, and I think the sooner we have that matter cleared up the better for the country and the better for the men who have made application to the board for training.

Mr. DONOVAN. I want to say one thing. I have never received any of the news items in regard to this matter. I may be an exception. I am not surprised but that this thing may be exceptional.

Mr. PLATT. I noticed in one of Mr. Littledale's articles the expression, "men without even a high-school background." I have had information that that is true. "Outside pressure causes all our mistakes," and the board has got to be "hard boiled." They allow the soldier to go many places where he ought not to go and try to let him learn trades he could not work at. I had a letter from a southern college, of which I spoke in the House one day. It came to me incidentally when I was corresponding on another matter, in which it was stated that they had about 200 boys, and that nearly half of them were there merely to get the $80 a month, and that they were not deriving any good from their attendance, as they did not have the educational background. They did not know what they were being taught.

Mr. HUSTED. I am satisfied that that condition exists to a certain extent.

Mr. DONOVAN. Doing something they should do—I know there was a boy in one of the Washington universities; he was after training, but he eloped and married a girl here in college while he was taking training.

The CHAIRMAN. Before the committee proceeds further it is due the board and Mr. Lamkin to know that this resolution was only introduced yesterday. Mr. Husted asked if he could not come before the committee to-day, and I then suggested that it would perhaps be better if the committee could have time to look it over first, but he wanted to be heard at once. Mr. Lamkin had not been apprised of this resolution at all. We might have a special meeting of the committee this week sometime, and the members of the board can be notified.

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Mr. BLANTON. Would it be satisfactory to you to have this committee get this information for you direct?

Mr. HUSTED. It does not make any difference to me how the information comes, but I want the information to come authoritatively, and I want it to come specifically in answer to every question in that resolution.

The CHAIRMAN. Mr. Lamkin, do you want to be heard this morning?

Mr. UEL W. LAMKIN. It makes no difference to me, Mr. Chairman. I can answer any questions now as well as at any other time.

Mr. DONOVAN. He knows of two men that have seen these orders, one man was the author of the story, the other man a friend of a Washington correspondent. Both newspaper men really are the basic men in the investigation. Newspaper men usually do not make statements unless they have the facts upon which to predicate them. We should really have their testimony, and we should have a copy of this "hard-boiled" order, a physical copy of it, if possible, and that should be presented by these men.

The CHAIRMAN. I agree with that, but I want to know now whether we shall hear further from Mr. Lamkin.

Mr. PLATT. We should like to have Mr. Lamkin finish his answer to the question that was asked of him.

The CHAIRMAN. If there is no objection we will hear from Mr. Lamkin now.

Mr. UEL W. LAMKIN. I do not know what further to say to you, Mr. Chairman.

Mr. BLANTON. He answered satisfactorily the question that I asked him.

Mr. VESTAL. Mr. Chairman, it seems to me that this is taking the matter up in the wrong way. I think that this committee ought to have before it, and I am going to insist that it does have before it, this man from New York and this other man from the Washington Herald. I want them to come before this committee and produce that order so that we can see who signed it; and then we can allow Mr. Lamkin to make his statement at that time.

Mr. PLATT. Mr. Lamkin does not deny that it went out?

Mr. UEL W. LAMKIN. I am denying that it went out.

The CHAIRMAN. Gentlemen, we will go into executive session.

(The committee thereupon went into executive session, and thereafter adjourned.)

COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, D. C., March 12, 1920.

The committee this day met, Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will come to order. At our last meeting there was presented before the committee a resolution, House Resolution 478, known as the Husted resolution, calling for certain information directing the Director of the Federal Board for Vocational Training to transmit certain facts to the House of Representatives, and after listening to a presentation of the matter by the author of the resolution, the committee instead of acting upon the resolution considered whether this resolution should be acted

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upon or whether an investigation should be ordered going beyond the scope of this resolution. This resolution is based upon an article written by Mr. Littledale, which is one of several printed in the New York Evening Post.

The committee took up the question of whether there should be an investigation or not. We had an executive session to talk over the matter. It was decided that in view of the fact that the resolution for an investigation is before the Rules Committee, upon which there was one hearing, and then further hearing had not been called, but since the publication of these articles in the Evening Post there was little doubt left that the Rules Committee would order an investigation, and this committee decided that if an investigation is to be ordered it would be better for the Committee on Education to do it rather than the Rules Committee.

Mr. BRAND. If one was to be had, we were to have it, but we never decided that we would have one here, according to my recollection.

The CHAIRMAN. I spoke as a member of the Rules Committee, giving my judgment that there will be an investigation by the Rules Committee, if we do not make it.

Mr. SEARS. Does the chairman of this committee, as a member of the Rules Committee, state that upon the publication of any charges by any paper, by any person, that the Rules Committee of this House will immediately proceed to investigate?

The CHAIRMAN. No. It would simply investigate the necessity for it.

Mr. SEARS. This would not govern future investigations?

The CHAIRMAN. No.

Mr. BLANTON. If we proceed with the investigation, would that stop any action by the Rules Committee?

The CHAIRMAN. Not legally.

Mr. BLANTON. I understand that they could go ahead and hold another investigation.

The CHAIRMAN. I do not think there would be an investigation by the Rules Committee. Let me state this, as the chairman of the committee, in view of the fact that there may not be another one, that there seems to be some misunderstanding, that if this committee would prefer not to go into this investigation, after you have heard the statement that the investigation is really lodged upon these charges in the New York Evening Post, if you would prefer to delay and allow the Rules Committee to do it, I will permit the committee to act upon that if it wants to.

The question was who should make this investigation, since the resolution was before the Rules Committee.

Mr. BRAND. I thought our motive was to locate the man who made these "hard boiled" charges. We all wanted to see him here in the flesh and blood.

Mr. DALLINGER. He has made other general charges besides this against the board. That is not the only thing before us.

Mr. DONOVAN. What is the particular point we are discussing?

The CHAIRMAN. The committee now is ready to take up the general charges made by Mr. Littledale in several articles in the New York Evening Post.

Mr. DONOVAN. That is what I understand.

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The CHAIRMAN. That is as far as we are going to get to-day, although there are others to be heard, if the committee should want to hear them. If we now proceed with the investigation, I would be glad for the committee to hear both those for and against. But this is the situation: Since this investigation was ordered the Rules Committee have brought in a rule setting the time at 11 o'clock for the meeting of the House each day on the military bill. This committee is not authorized to sit through the sessions of Congress, and if any Member would object, we would have to adjourn. Is there any objection to hearing Mr. Littledale on the charges?

Mr. VESTAL. I want to see this investigation and this examination start here and go clear through this board, and if it takes two weeks to do it, this committee ought to do it.

Mr. BRAND. I agree with you on that.

Mr. DALLINGER. I would like to ask if these charges have been formulated. Are they a matter of record? They should be a matter of record in some way, so we will know what we are talking about.

Mr. KING. There ought to be a chance given to some member of the board to deny these charges. There are no pleadings on record.

Mr. SEARS. I shall object to hearing the board until they know what they are charged with.

Mr. KING. They have not even had a chance to plead not guilty or stand mute or anything else.

STATEMENT OF MR. C. F. McINTOSH, MEMBER OF FEDERAL BOARD FOR VOCATIONAL EDUCATION, REPRESENTATIVE OF AGRICULTURAL INTERESTS ON BOARD.

Mr. MCINTOSH. When we asked this committee to take up this investigation we sent a written request over, in the face of this newspaper attack, for the committee to investigate our work, upon our motion.

Mr. DONOVAN. That is, you sent a written request; or, in other words, you have invited the committee to investigate the board to pass on the allegations of this newspaper?

Mr. MCINTOSH. Exactly so.

Mr. BLANTON. That does not conform to the statement of the chairman.

The CHAIRMAN. We acted. Our action was not taken upon that request.

Mr. MCINTOSH. Then we had a formal statement before your committee, to the chairman and to Congress at large, dated August 24, I believe, courting an investigation, courting that sort of a hearing, and asking for it at any time the circumstances seemed to warrant. Now, what I wanted to ask is, in view of the fact that we have asked you to investigate our work, if we could make just a brief statement of a moment or two.

Mr. BLANTON. I should think you would prefer to hear what are the charges against you first.

Mr. KING. I move that Mr. McIntosh be permitted to proceed for five minutes.

The CHAIRMAN. If there is no objection, Mr. McIntosh can proceed for five minutes.

Mr. MCINTOSH. I am a member of the Federal Board for Vocati nal Education, representing the particular field of agriculture.

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This board was created by Congress to handle the vocational work under the Smith-Hughes law. That was the vocational work that pertains to the development of vocational education throughout the Union by cooperation with the States. While the war was in progress and was about to come to a close it seemed that something would have to be done with the handicapped and disabled soldiers. Congress passed this measure to rehabilitate the soldier through the Federal board.

At that time the original law read that the Federal board should take up and train and rehabilitate and put back into civil life such soldiers as were awarded compensation by the War Risk Bureau. We could not proceed ahead of the awards of compensation. We came up and asked for relief last summer, and on the 11th day of July we were divorced, by what is known as the divorce law, which separated us from the War Risk Bureau, being passed and signed, and it gave us relief.

We could not dive into our work until this relief came. We effected our organization in the meantime and had it ready to get at the work. Now, I wanted to state that this bureau, this Federal Board of Vocational Education, is not perfect by any means. There would be a good many individual spots that could be criticized, and we are criticizing them and trying to iron out these weak places and strengthen them.

In a general way, since we were released and given a free hand last July, we are proud of the record that we have made. The only serious charge that could be made, and it is not serious, I think, is the uniform liberality in the decisions of pivotal cases toward the soldiers.

We have been set up as an administrative body. We owe a duty to Congress in the administration of the law. We owe a duty to the soldier, on the other hand, to rehabilitate him and give him the benefit of the law. I think we are safely agreed on the proposition that the soldier shall have every bit, 100 per cent, of the guaranties written down in the law, and on questionable propositions we give the soldier the benefit of the doubt at all times and under all circumstances.

Now, what is the situation? Since we got under headway, as I said last July, we have approved for training. That is the board's work. It is done with respect to the man. All he needs to do is to accept it and say, "I will accept the training." We have approved 55,000 cases for Section II training. The board's duty in that regard is discharged and yet the charges are made that we have not done anything. Fifty-five thousand cases have been pronounced on for Section II training. When I got this particular report, more than 27,000 men were actually in training in the schools, had accepted and were in training; 48,000 cases besides these I have enumerated have been decided, having been put away as ineligible. This, with the 22,000 Section III cases awarded, makes a total of 125,000 cases that have been disposed of. Twenty-two thousand cases have been given Section III training under the law, making a total, as I say, of 125,000 cases, and yet the newspaper reports charge us with doing nothing.

Gentlemen, the statement I want to bring to you is this: Outside of some petty charges, outside of some small defects everywhere throughout our organization, this board is proud of its record. This

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board believes that it has achieved a work that has not been eclipsed by any board that ever was established under the Government of the United States. We believe that. We believe that we ought to have the commendation of the public, of the soldiers, of Congress. Here is the situation: We are sworn to carry out and administer this law. Newspapers everywhere—not newspapers everywhere, but some newspapers—would break us loose from that mooring, and if you gentlemen as a committee and if Congress, wish us to be untied and broken loose and not regard this as an administrative proposition to administer the law, then I do not know where we will sail and I do not know what the expense will be. I would have no way of arriving at the figures, but, under the law, as we see it, we are going to administer that law until you gentlemen say "no." That is what we are going to do. We are going to recognize, on the one hand, our obligation to Congress and, on the other hand, our full obligation and joyful obligation and responsibility to the soldiers.

The CHAIRMAN. Your time has more than expired. I was just going to say this, that either from these charges or other sources, newspapers all over the country are editorially commenting upon the work of the board to the extent that there is no doubt but what an investigation is forthcoming.

Mr. MCINTOSH. I want to inject this further statement, that the Dominion of Canada——

The CHAIRMAN. Is there any objection?

Mr. BRAND. I think it is going backward. I think the charges ought to be set forth before the defendants.

Mr. BANKHEAD. What charges does the chairman refer to?

The CHAIRMAN. The charges made here in the resolution.

Mr. BANKHEAD. Specifically enumerating defects in the administrative functions of the board?

The CHAIRMAN. Yes.

Mr. BANKHEAD. How many copies have you?

The CHAIRMAN. I have one. Each member of the committee has this. The gentleman who made the charges is here.

Mr. BANKHEAD. I object to any further proceeding on the lines suggested by Mr. Brand until the members of the committee are furnished with the charges supposed to be made; it will be impossible for us to act in a judicial frame of mind on these charges, and I assume that that is an attitude we ought to occupy in the investigation.

Mr. BLANTON. I understood the other day that this committee was going to give this newspaper reporter a chance personally to bring his charges before this committee.

The CHAIRMAN. He is here.

Mr. BLANTON. And then if this committee, after hearing these charges, if it deemed same sufficient would incorporate the charges in the form of a resolution containing specifications. Then upon such specifications there would be a hearing and the board would be furnished with these specifications so that they would know exactly what they were expected to answer. This is a mere newspaper charge, as it now stands.

Mr. KING. Until the specifications are made, why should we proceed?

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Mr. BLANTON. The first thing we want to do is to hear this reporter, and I think that we should do it now, and whether or not the charges are worthy of further action we may then determine, and in such case put them in a resolution in the form of an indictment.

Mr. DONOVAN. I think Judge Blanton is right as far as he has gone. Is there before the board now a set of written charges properly formulated? I think the point Mr. Bankhead made is very fine, that until each member of the committee has a copy of these charges, that we can not really proceed with sufficient intelligence to know exactly how to proceed. Of course, if the charges as formulated are signed by the gentleman connected with this paper, and he intends to take these charges and formulate and read from them and testify to substantiate them, we should proceed, because he would interpret them and we could act on them. If he is not going to do that it would be a better thing not to proceed to-day at all.

Mr. BRAND. I think we ought to hear from this man from the Evening Post in support of the charges set forth in this resolution.

Mr. DALLINGER. He has come here from New York and ought to be heard.

Mr. BLANTON. I move that we hear Mr. Littledale.

The CHAIRMAN. If there is no objection, then, we will have a statement from Mr. Littledale.

STATEMENT OF MR. HAROLD A. LITTLEDALE, SPECIAL WRITER, NEW YORK EVENING POST.

The CHAIRMAN. State your name and business and what you represent.

Mr. LITTLEDALE. Harold A. Littledale; special writer, on the staff of the New York Evening Post. I have prepared a statement. There are specifications and charges.

Mr. SEARS. Where do you live?

Mr. LITTLEDALE. My home is in South Orange, N. J.

Mr. DONOVAN. Are you a native of America?

Mr. LITTLEDALE. No, sir.

Mr. DONOVAN. Are you a citizen of the United States?

Mr. LITTLEDALE. No, sir.

Mr. DONOVAN. Where were you born?

Mr. LITTLEDALE. Bombay, India.

Mr. DONOVAN. Of what country are you a citizen.

Mr. LITTLEDALE. I am a British subject?

Mr. BRAND. Were you here during the war?

Mr. LITTLEDALE. No, sir.

Mr. BRAND. Where were you?

Mr. LITTLEDALE. In France.

Mr. BRAND. Were you in the service there?

Mr. LITTLEDALE. I was driver of a tank.

Mr. DONOVAN. In the British service or the United States?

Mr. LITTLEDALE. In the British service.

Mr. DONOVAN. How long have you been in America?

Mr. LITTLEDALE. Some fourteen years.

Mr. DONOVAN. What has been your occupation during that period?

Mr. LITTLEDALE. A writer.

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Mr. DONOVAN. How old are you?

Mr. LITTLEDALE. Thirty-five.

Mr. SEARS. When did you come back to New York?

Mr. LITTLEDALE. I was demobilized in May, 1919.

Mr. BLANTON. You have been here 14 years. Do you expect to remain here permanently?

Mr. LITTLEDALE. Some personal questions are involved in that.

Mr. BLANTON. I want to find what your intentions are. If a man lives here 14 years and does not take out citizenship papers, it does affect his standing in this country in a certain respect. Do you expect to become a citizen of the United States?

Mr. LITTLEDALE. Yes, sir.

Mr. BLANTON. You have been living here 14 years without taking out any papers.

Mr. LITTLEDALE. Yes, sir.

Mr. BRAND. What papers have you been writing for here since the time you have been here?

Mr. LITTLEDALE. The New York Evening Post, the New York Evening Mail, New York Press, Buffalo Courier, and papers in Canada, the Winnipeg Telegram, Winnipeg Tribune, and the Peterboro Examiner.

The CHAIRMAN. You may proceed with your formal statement.

Mr. LITTLEDALE. I have prepared a formal statement of specific charges, and I beg leave of the committee to be allowed to read this statement without interruption.

Mr. BANKHEAD. Are you affiliated or connected with the American Legion or any other soldiers' association in the United States?

Mr. LITTLEDALE. No, sir.

Mr. BANKHEAD. Your interest in this matter is simply that of a newspaper reporter?

Mr. LITTLEDALE. I was assigned as a newspaper reporter. My interest is that of a soldier who has served as well.

Mr. BANKHEAD. Who gave you this assignment?

Mr. LITTLEDALE. The managing editor of the New York Evening Post.

Mr. BANKHEAD. What is his name?

Mr. LITTLEDALE. Mr. Charles McD. Puckette.

Mr. BANKHEAD. Are you a special writer or just a regular reporter on this?

Mr. LITTLEDALE. I am a special writer.

Mr. BANKHEAD. Have you been in that capacity since you came back from the war?

Mr. LITTLEDALE. Not altogether with the Evening Post.

Mr. BANKHEAD. What other papers have you been with?

Mr. LITTLEDALE. I have been with other papers. I was with Harpers' Magazine.

Mr. BANKHEAD. How long have you been back in the States?

Mr. LITTLEDALE. Since May, 1918.

Mr. BANKHEAD. How long have you been with the Post?

Mr. LITTLEDALE. Since January, 1919.

Mr. BANKHEAD. What instructions did the managing editor give you about this matter when you took charge of it?

Mr. LITTLEDALE. The managing editor of the Evening Post called me into the office and said they had been running since November an

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investigation of the Federal Board of Vocational Education, in particular the Division of Rehabilitation of the board. He asked me to continue that investigation, and so I began it.

Mr. DONOVAN. I forgot to ask you, Mr. Littledale, are you a married man?

Mr. LITTLEDALE. No, sir.

Mr. DONOVAN. I wondered if you had your family here. Are your parents here.

Mr. LITTLEDALE. No, sir.

Mr. BLANTON. But you have been making a living in the United States for 14 years and you have not thought enough of the flag to either fight for it or take out citizenship papers.

The CHAIRMAN. Questions which qualify the witness or necessary questions only should interrupt his statement.

Mr. REED. Are you writing for any English paper or have you been during the 14 years?

Mr. LITTLEDALE. No, sir.

Mr. DONOVAN. I understood you did fight for the cause, with the Allies.

Mr. LITTTLEDALE. Yes, sir.

Mr. BRAND. How long did you say you were in the service? How long did you drive that tank?

Mr. LITTLEDALE. I was in the Army two and a half years.

Mr. BRAND. You said you drove a tank.

Mr. LITTLEDALE. Fifth Tank Corps, British Army.

Mr. BRAND. When did you prepare that statement?

Mr. LITTLEDALE. Yesterday.

Mr. BLANTON. Why can not he put this statement into the record without reading it?

Mr. DONOVAN. Have you had an opportunity to see it?

The CHAIRMAN. Not that. I have seen only the articles appearing in the Post.

Mr. BANKHEAD. If Mr. Littledale has copies of his statement, I think in justice to the board the board should be furnished a copy, inasmuch as it contains charges. I think that is due in fairness and courtesy to the board, that they should have a copy.

(Thereupon, at 11 o'clock a. m., the committee adjourned to meet again at 8 o'clock p. m., Saturday, March 13, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, D. C., March 13, 1920.

The committee met at 8 o'clock p. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will come to order. A quorum is present. When we adjourned at our last meeting we were in the midst of hearing Mr. Littledale.

Mr. BLANTON. Before we hear the testimony, I desire, in the nature of a personal privilege, to make a short statement.

The CHAIRMAN. On a question of privilege?

Mr. BLANTON. Yes.

The CHAIRMAN. What is the question?

Mr. BLANTON. I notice in the New York Evening Post the statement that this hearing was postponed at the instance of myself and also of the chairman of this committee to this particular time when there would be no members of the committee present and when the House Office Building would be vacant of people, and so forth, and insinuating that there would not be a full, complete, fair hearing of the matter. I protest against such an improper reflection upon this committee and also upon myself.

The CHAIRMAN. Let me say that if you are speaking in regard to privilege, or any attack upon yourself, it is in order.

Mr. BLANTON. I do confine it to the attack.

The CHAIRMAN. I am perfectly willing to waive anything of that kind, so far as it applies to me.

Mr. BLANTON. I do desire to say further that the representative of the Evening Post misconstrued whatever action I have taken in this hearing thus far, because I am in sympathy with the splendid work which the Evening Post has done up to this time in first bringing to light what is known as the "hard boiled" order which, at least, is in existence in the embryonic state. It was formulated by somebody, even if it were afterwards "blue penciled," and I am in sympathy with the interest in behalf of our disabled service men that the Evening Post is taking in this matter. There are imperfections in this service. The board itself admits it. I have been hoping to cooperate with the board and to have them cooperate with Members of Congress, and Members of Congress cooperating with the board, in weeding out these imperfections in the service. I want to commend the Evening Post very highly, indeed, for its interest and its action in bringing to light this matter. I think the person in this service who formulated that "hard boiled" order ought to be discharged from the service. I think the board owes it to itself to discharge that man from the service. I do not think he is a proper man in the service, whoever he is. I do not know who he is.

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Mr. BANKHEAD. Is it admitted that such an order was issued?

Mr. BLANTON. It did not go into effect, but it was formulated and presented, but blue-penciled or suspended, as admitted by Mr. Lamkin.

Mr. BRAND. We have not all the facts on it.

Mr. BLANTON. As one member of this committee, I am here to help my colleagues in getting down to the bottom of the transaction and not shielding anybody, and if there is anybody needs censuring in the matter I am ready and willing to vote that proper censure is made, but we ought to go about it in an orderly way and in a proper way. I think the Evening Post has been a little premature in its criticism. I know exactly some of the problems that the board has had to contend with. I think that it has done unusually well with some of the problems but slow with others that have come from my district.

Mr. BRAND. I do not think we should pass upon the guilt or innocense of the board or anyone until we hear the facts.

The CHAIRMAN. Would not your observations come in the course of the proceedings?

Mr. BLANTON. I just want to call attention to one case from my State, No. 32 on the files of this board.

Mr. DALLINGER. A point of order.

The CHAIRMAN. I do not see how that would apply to the question of privilege that you are speaking on.

Mr. BLANTON. I could make that apply, but I will not take up the time.

The CHAIRMAN. Mr. Littledale, you may proceed.

STATEMENT OF MR. HAROLD A. LITTLEDALE, SPECIAL WRITER, NEW YORK EVENING POST—Resumed.

Mr. LITTLEDALE. Before I begin my formal statement, I wish to state that I have a carbon copy of the transcript of the official proceedings of yesterday, and there is an omission in it. I wish to ask the committee to permit an amendment, and the importance of that amendment will be seen, I am sure, from the following statement.

There was written to-day in the central office of the Federal Board for Vocational Education—the same central office that is guilty of the "hard-boiled" order—a three page publicity article. That article is in my possession. It is on the stationery of this board. It is headed, "British alien scores United States Government," and on Monday it will be spread broadcast throughout the country to thousands of newspapers. After giving within quotation marks a distorted statement of the utterance before this committee yesterday of Calvin F. McIntosh, the statement continues:

Question. What is your name? State who you are and what you represent. Where do your live?
Answer. My home is in South Orange, N. J.
Question. Are you a native American? Are you a citizen of the United States?
Answer. I am a British subject.
Question. Where were you born?
Answer. Bombay, India.
Question. How long have you been in America?
Answer. Fourteen years.
Question. What was your occupation during this time?

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Answer. Writer.
Question. Do you expect to remain here?
Answer. Some personal questions are involved.
Question. A man lives here some 14 years and does not take out citizenship papers? Do you expect to become a citizen of the United States?
Answer. I had expected to.
Question. I forgot to ask you; are you a married man?
Answer. No.
Question. I was just wondering whether or not you had your family here. You have been making a living in the United States of America for 14 years and yet you do not think enough of the flag of this country to take out your citizenship papers.
Littledale did not make any reply to this.

Mr. LITTLEDALE (continuing). That concludes the publicity article. I state this because in the transcript of the official testimony, at the point where Representative Blanton asked me if I did not think enough of the flag to fight for it, no reply is given, yet the reply I made was: "I was in France when the United States went into the war."

In no other question was the American flag mentioned. This statement is an unscrupulous distortion of the proceedings of this committee, and if issued in that form will be met with action for libel. It is because of that fact that I wish the record here amended to show that I was fighting in France before the United States of America declared war. I need make no comment, of course, upon the fact that the interests of the disabled soldiers of this country are in the hands of men so utterly devoid of honor, justice, and fair play as to issue a statement so misleading in its title and so false in its content.

Mr. BANKHEAD. I do not think that ought to go into the record.

Mr. BLANTON. Yes; it ought to go in. Let the witness proceed, Mr. Chairman. These gentlemen are going to be given opportunity to answer in one way or another.

The CHAIRMAN. Is there objection to the witness proceeding?

Mr. BLANTON. The gentleman testified that he had two and a half years' service in France.

Mr. BRAND. He is casting reflections upon the board here without basing it upon facts.

The CHAIRMAN. Will you please state why you wanted to read the transcript?

Mr. LITTLEDALE. I say the record leaves out an answer to the question of Mr. Blanton: "You have been making a living in the United States of America for 14 years and yet you do not think enough of the flag of this country to either fight for it or to take out your citizenship papers." No reply is given. That is an omission, I say, in the record.

Mr. REED. Do you mean an omission from the official minutes, or an omission from the circular proposed to be issued by the board?

Mr. VESTAL. Do I understand you to say that the omission that you complain of is not in the transcript of the minutes of the meeting?

Mr. LITTLEDALE. In the carbon copy that I have, sir.

Mr. VESTAL. From whom did you get this copy?

Mr. LITTLEDALE. From Mr. Stokes, of our office.

Mr. VESTAL. I object to the statement of the gentleman upon that.

Mr. BLANTON. I think the gentleman should proceed in his own way and make it clear. It is a pretty strong accusation against a man that he has remained in this country 14 years and making a

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living in it, and not be willing to take out citizenship papers or fight. No one should assert that his answer to that charge is not in the record, when he answered it specifically.

The CHAIRMAN. If the committee will wait a moment, we can clear the question of doubt as to whether the omission has been made. If the omission has been made, the members of the committee remember that Mr. Littledale did answer the question. Mr. Littledale, will you please read the question that you claim was not answered?

Mr. LITTLEDALE. Mr. Blanton asked:

You have been making a living in the United States of America for 14 years, and yet you have not thought enough of the flag to fight for it or to take out citizenship papers?

The CHAIRMAN. The reason that that was not answered is that the chairman at that time said that questions which qualify the witness or that may be necessary would be proper. Mr. Reed asked:

Are you writing for any English paper, or have you been during the 14 years?
Mr. LITTLEDALE. No, sir.

You will note that the course of questioning was suspended at that point, when we raised the question of proper questions for qualifying the witness, and if there is no answer it is because you were not given the chance.

Mr. BLANTON. Then he should be permitted to answer now.

The CHAIRMAN. The question, however, was answered in substance, as follows:

Mr. DONOVAN. I understand you did fight for the cause with the Allies.
Mr. LITTLEDALE. Yes, sir.
Mr. BRAND. How long did you say you were in the service? How long did you drive that tank?
Mr. LITTLEDALE. I was in the Army two and a half years.
Mr. BRAND. You said you drove a tank?
Mr. LITTLEDALE. Fifth Tank Corps, British Army.

Mr. BRAND. You said that you drove a tank?

Mr. LITTLEDALE. In the Fifth Tank Corps, British Army. I was in France when the United States actually declared war.

Mr. BANKHEAD. I want to again call the attention of the committee to the language used by the witness, when he used this language:

I need make no comment, of course, upon the fact that the interests of the disabled soldiers of this country are in the hands of men so utterly devoid of honor, justice, and fair play as to issue a statement so misleading in its title and so false in its contents.

That is a matter for the determination of the committee and not for decision by the gentleman himself. If language of that sort is to be admitted without exception, of course, I have no personal objection to it, but it seems to me it is unparliamentary language and should be modified or stricken from the record. I make the point of order against it on those grounds.

Mr. BLANTON. I want to be heard on the point of order. The proper functioning of this board through its present personnel is a question in issue before this committee. This witness appeared before the committee the other day and was questioned. He answered the questions asked. He now contends that some of the personnel of this board which is under fire before the committee, in attempting to give to the public what transpired before this committee gave out a

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statement which did not do him justice. In other words, it left him suspended in the air, to use a slang expression, on the question of remaining in this country 14 years gaining a livelihood and neither fighting for the flag nor making any attempt to take out citizenship papers.

That is a very grave charge. He says that the personnel of this board gave it out that on being asked such question he gave no answer and that this publicity statement now is ready for the press, and upon such asse tion he bases the further statement that the personnel of the board that would do a thing of that kind is unscrupulous. Are we to limit the gentleman in his accusations upon this issue? I take it that the gentleman has a right to make that assertion and then, if it is true, that the board would mislead the public on these issues, it is a matter for us to determine affecting their means of proper functioning in the proper transaction of this Government business.

The CHAIRMAN. Does the witness believe that charge that the board is without honor?

Mr. BLANTON. It is alleged by him as a fact that they gave a publicity statement concerning matters the other day which, he says, is not true, and he says they attempted to leave him in a false light before the people of the country. If that is so this gentleman has a right to make this case before this committee, as we are to pass upon this board. I frankly state that I am friendly to this board, it being a Government institution, as long as it deserves friendship. I consider every man on it my friend. I expect to defend them when the time comes if they have been unjustly accused. I expect to pin down sharply upon their imperfections, and they have imperfections, when the time comes, but I want to do justice to this gentleman who appears before the board.

Mr. VESTAL. I think we lose sight of this proposition. The charge is made directly by Mr. Littledale against this board of distorting his evidence. The Federal board had nothing to do with the statement that the gentleman received. It was a copy of the stenographer's notes. The Federal board did not have anything to do with issuing the statement that you are charging was done.

Mr. BLANTON. The gentleman overlooks this point. He quotes in this alleged publicity statement of the board the question as to his remaining 14 years in this country and not fighting for the flag or taking out citizenship papers. He alleges that the board did not go on and give his later answer to it but left him swinging up in the air, with the question unanswered. The gentleman certainly ought to have a right to say that. He certainly ought to have the right to give his knowledge of the people if they are libelling him.

Mr. VESTAL. We do not know that the Federal board had anything to do with it.

Mr. BLANTON. This statement is taken from matter alleged to have been given out by the Federal board. Some employee evidently gave out this publicity statement. We want to find out who they employ there to give out such publicity statements. I think we ought to be fair to this witness and let him proceed in his own way.

Mr. BANKHEAD. To satisfy the gentleman from Texas, I withdraw my motion.

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The CHAIRMAN. Does the gentleman withdraw his objection?

Mr. BANKHEAD. I do.

Mr. SEARS. I do not think the gentleman from Texas intended to say that as a member of this committee he was sitting here to defend the vocational board.

Mr. BLANTON. I expect to defend them as an institution of this country if they deserve it and improper charges have been made against it.

The CHAIRMAN. You may proceed, Mr. Littledale. Would it interrupt you to have questions asked while you are proceeding with your statement?

Mr. LITTLEDALE. I would rather read the statement without interruption and have questions asked later.

The CHAIRMAN. Proceed.

STATEMENT BY HAROLD A. LITTLEDALE—Resumed.

Mr. LITTLEDALE. In its issue of February 16 the New York Evening Post began publication of a series of articles dealing with the work of the Division of Rehabilitation of the Federal Board for Vocational Education. Those articles have continued daily to the present time. They have been critical in tone and point out that although Congress has provided ample funds for the Government's program of rehabilitating disabled soldiers, sailors, and marines that program has broken down.

Those articles have shown that out of a total registration of 209,000 men, of whom it has been claimed 110,000 are eligible for retraining, only 24,000 have been placed in training after 19 months of effort, and only 217 have been trained and placed in employment. They have shown, further, that 10 per cent of the men have abandoned training because it has been a pretense, that 30 per cent of the men have given up their chances because they have become disgusted with delays, and that 75 per cent of the men eligible for training are still waiting for training, 15 months after the armistice. They have shown, too, that this board has never grasped the human problem involved in this work and that it has adopted an attitude of hostility rather than of helpfulness.

They have shown, finally, that that attitude has culminated in an order to be "hard boiled."

The author of those articles now appears, at the request of the chairman of this committee, to summarize those charges and to give, within the limits of his profession, the sources of those charges and the proof. Wherever possible the figures and admissions of the board are used, so that those employees who came forward may be given the full protection they were promised.

We charge that the board has neglected disabled men.

For proof, we cite the following cases, and we ask you to summon the men:

Rudolph Faber, 1010 Bayview Avenue, Inwood, Long Island. Wounded in action. Faber lost the use of his left arm. He was discharged March 3, 1919, with no knowledge of the Federal board. He could not return to his occupation of butcher. On July 24 the board wrote him. He called at their office. They promised to write again. They never wrote. He heard nothing more. He was forgotten. He has been neglected. And he is making $23 a week less than he would be at his trade were he fit to-day.

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Benjamin Dunstall, 117 South Avenue, Cranford, N. J. He was wounded in the Argonne. He was one year in hospital. He was discharged October 8, 1919, with one leg 3 inches shorter than the other. He could not return to his occupation of farm laborer. He has been forgotten. He has been neglected. And for compensation he has received nothing. He hasn't a cent. He is still wearing his uniform. He has no money with which to buy civilian clothes.

Arthur P. Thomas, a patient in Flower Hospital, New York City. In October an X-ray examination showed his spine was injured, and he was in danger of paralysis. It showed he was in need of an immediate operation. But that record was put away in a folder. It was placed in the files. It was forgotten. He was never told. He found it himself by accident. Independent of the board, he underwent an operation. That was in January. Now he has been informed that his training has been discontinued and his name dropped from the pay roll.

We charge the board with inexcusable delay. For proof we cite the following cases and ask you to summon the men:

Joseph Furphy, 420 John Street, East Newark, N. J. He was wounded in several places and gassed. He was discharged March 3, 1919. He did not know of the board. He learned of it by accident. In June he applied for training. He met with a delay. In want he had to appeal to the Red Cross. At last the board put him in training. That was on January 24, 1920. They kept him waiting for eight months.

Theodore M. Lind, 316 Cumberland Street, Brooklyn. He was discharged in June, 1919. He did not know of the board. He learned of it by accident. He applied in July. On December 22 he was refused training with pay. He was kept waiting eight months.

Edward M. Kalish, New York City, awarded the Croix de Guerre. He applied to the board in April, 1919. In July he was told he could begin training "next week." Something went wrong. He was put off. After waiting 10 months he was reexamined by the doctor. He was then marked fit and refused training. He tore up his papers in the face of the man who told him that.

Gordon M. Campbell, Middletown, N. Y. In February he had been waiting 11 months for training. The last action then was that he was to undergo another medical examination to see if he was not fit.

Henry B. Katzen, Newark, N. J. Discharged April 13, he applied to the board on May 12. On December 1 he went into training. He was delayed six and one-half months. The delay reduced him to penury. Married, he was in distress and had to go to the Red Cross for help.

Such delays break down a man's morale. These disabled men spend months in hospital. They easily give up. When long delayed they quickly dispair. They should be put in training within two weeks after their discharge.

We charge that the Federal board is responsible to no department of the Government and is top heavy.

The Secretary of Agriculture is a member of the board but it is not responsible to him. The Secretary of Commerce is a member of the board but it is not responsible to him. The Secretary of Labor is a member of the board but it is not responsible to him. The board is simply a creature of Congress, responsible only to Congress.

In addition to the Secretaries of Agriculture, Commerce, and Labor the board's members are the Commissioner of Education, a representative of manufacture and commerce in the person of James P. Munroe, a representative of agriculture in the person of Calvin F. McIntosh, and a representative of labor in the person of Arthur E. Holder. Obviously, when such a board meets the four who are not members of the President's Cabinet feel subordinate to those who are members of the President's Cabinet. Such a board can not be efficient. This board has failed.

We charge that 19 months after its creation the board is still organizing.

Dr. Charles A. Prosser, who set up the Division of Rehabilitation stated, and it can be found on record, that the period of organization

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would cease in June, 1919, and from that time on the number of employees would decrease. In June there were 1,666 employees; in July there were 2,540; and in December there were 3,342, more than twice as many as in June. As to the pay roll, in June it was $204,956.84, in July it was $293,883.85, in December it was $372,756.06 These figures were supplied by the board and will not be disputed.

We charge the board with abandoning a post of duty.

Until one month after the armistice agents of the board were not permitted in the hospitals. Thus 43,000 men were discharged with no knowledge of the Government's program of rehabilitation. That figure—43,000—is the board's own estimate. It can be found in "Misc. No. 100," issued March 15, 1919. The entry reads:

> Estimated number of men discharged prior to December 11, 1918, date of General Order No. 132, giving Federal board agents admission to all general hospitals, 43,000.

In spite of that, and knowing the consequences, the board in July, 1919, withdrew its agents from the hospitals. For proof we offer the following telegram sent out by Dr. Prosser, the director of the board:

> Under legislation just passed there must be drastic reduction of salaries unless, as we hope, some way can be found to prevent it. Therefore withdraw immediately all forces from hospitals and other points of discharge and discontinue this service at once. Readjust your forces by releasing a number of men equal to the number so withdrawn. Retain the best qualified men. Inform all men remaining in the service who are receiving over $2,500 that such excess can not be guaranteed after July 1. Urge all good men to stick by the disabled soldier to see if the matter can not be straightened out.

For three weeks the board abandoned its post of duty. For three weeks thousands of disabled soldiers were again discharged with no knowledge of the Government's program of rehabilitation.

We charge the board with needless duplication of effort.

Authority is held by the central office in Washington. The 14 district offices throughout the country have no power. Every record of every man is sent to the central office. The 1,000 employees here duplicate the work of the 2,000 employees of the district office. Proof of that is to be found in almost every paragraph of the book of regulations under which the board acts. We have the book.

We charge that the board has no definite policy. For proof we submit two letters. One is the letter of resignation of Charles H. Winslow, until recently one of the highest-paid officials of the board. It reads:

> My determination to leave this service is caused by the lack of policy, or ever-changing policy, and the inability of the board to determine its problems. The board has been in existence for two years, and its largest task has been the rehabilitation of our disabled soldiers, sailors, and marines. In establishing and carrying on this work a definite policy should have been determined and closely followed, but unfortunately up to date it has not been standardized effectively, and therefore leaves much to be desired both on the part of the disabled soldiers and the public.
>
> No one can question the willingness of Congress to fulfill its promise to the disabled men. It has appropriated $16,000,000 since the armistice was signed. Lack of information has held up the plans laid down by Congress. To carry out the will of Congress, there should have been definite plans for the rehabilitation and replacement of these disabled men. This is far from being accomplished.
>
> The retraining of disabled service men is a burdensome proposition. It should have been handled in a businesslike way by men of practical business training, not left to the haphazard judgment of novices or those who desire to acquire for themselves experience at the expense of the Government and the disabled soldiers. This is exactly what is being done, and I feel that in justice to myself I can not continue longer in the service.

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The other is the letter of resignation of Arthur W. Griffin, for one year the acting district vocational officer at New York:

I herewith resign my position with the Federal Board for Vocational Education, effective at the close of business to-day.

In so doing I desire to state that the attitude of the board is so antagonistic to the interests of the disabled war veterans, its interpretation of the rehabilitation law so at variance with the avowed intent of Congress and contrary to the expressed sentiments of the public, that I can not conscientiously continue in the service.

This lack of definite policy has resulted in too frequent changes in personnel. There have been three chiefs of rehabilitation in Washington. There have been four district vocational officers in New York City in almost as many months. So many changes have not been to the best interests of tne disabled men.

We charge James P. Munroe with failure to safeguard the interests of the disabled soldier. For proof we submit the following written statement of Arthur W. Griffin:

The Federal Board rented quarters from the Frank A. Munsey Co., at 280 Broadway, in September, 1918. In February, 1919, larger quarters being necessary and the Munsey Co. being unwilling or unable to provide these, I arranged for the rental of a floor at 469 Fifth Avenue from the F. W. Woolworth Co., to be occupied March 1. But two or three days before March 1 the Woolworth Co. notified the Federal Board that it would not have space available as agreed. An investigation of the causes for reversing the agreement disclosed that the Woolworth Co. had been advised by the Munsey Co. that the board had not paid rent in the latter's building for five months.

The board, meanwhile, had given notice to the Munsey Co. of its intention to move and its offices had been rented to others as of March 1, so that the New York office had no quarters in which to transact business from March 1 unless within two day's time such space could be found.

The Air Nitrates Corporation (Ordnance Department) was giving up four floors at 469 Fifth Avenue as of April 1, 1919, and I arranged for occupancy of a part of two floors. At that time the vice chairman of the board, James P. Munroe, was passing through New York to his home in Boston. Arrangements for concluding leases with the Air Nitrates Corporation, which would have to be signed by Mr. Munroe, were made and he was asked to execute them. He said he wanted to catch the 3 o'clock train for Boston and would not remain over until 4 o'clock to sign. The result was that the Air Nitrates Corporation became uneasy as to the proposed leasing arrangements and withdrew its proffers. Finally responsible guarantees, outside of the Federal Board, were given and seventh floor was arranged to be turned over to the board by May 1.

Other witnesses in support of the charge made therein against Mr. Munroe are Dr. Thomas H. Buckler, of New York City, and Mr. Hogan, representative of the Woolworth realty interests. We ask that both these witnesses be called.

We have further accused James P. Munroe with lack of vision for the task and have quoted his admissions from the record.

We charge that William A. Clark, acting district vocational officer at New York, has engaged new quarters for $3.50 a foot that were offered to him at $2.50 a foot.

The first offer that came to Clark was $2.50 a foot. The landlord later refused to sign the Government's lease. Clark then offered $3.50 a foot. At that time no other tenant was paying more than $2.50. The landlord jumped at the premium of $1 a foot. For proof we ask you to call for the correspondence in the files of the Federal board, the Red Cross, the Public Health Service, and the War-Risk Insurance, and to call Mr. Lee, the owner of the building.

We charge that William A. Clark, acting district vocational officer at New York, holds office without civil-service rating, and that

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Isaac F. Becker, a clerk under Clark, is ineligible. For proof we offer the following telegram from the Civil Service Commission:

Clark and Becker temporary with approval of the commission. Clark's papers not yet rated. Becker found ineligible.

MORRISON, *President*.

Clark is a friend of James P. Munroe. He has no further qualification.

Furthermore, the salary of a temporary employee may not be increased. We are informed that the salaries of both Clark and Becker have been raised.

We charge that the board is lax in the payment of just bills. The board owed the Post Graduate Hospital in New York City $16,000 for the tuition of disabled soldier students. The hospital waited for eight months. Then it asked payment. The board delayed. The hospital finally declined to take any more students. The board then paid. For proof we ask you to call Dr. Squire and other officials of the hospital.

The board owes Columbia University $9,500 for the tuition of soldier students for the last semester and $10,000 for soldier students for this semester. For proof we ask you to call Charles S. Danielson, bursar of the university.

The board owes $5,000 to the Columbia University Bookstore. For proof we ask you to call Alfred Hartog, manager of the bookstore.

These outstanding bills are but two of hundreds, if not thousands, and we ask you to demand a statement from the board of all its outstanding unpaid accounts as of February 16, 1920.

We charge that the following employees of the board drew two salaries from the Treasury:

Charles A. Prosser, director	$10,000
Charles H. Winslow, chief division of research	5,000
C. E. Alden, chief clerk	2,760
E. J. Aronoff, secretary	2,500
H. F. Dolan, disbursing officer	2,500

For proof we point to the statement of the board to be found on page 89 of the printed "Supplement to second hearing of sundry civil bill, 1920." The facts are there admitted.

E. J. Aronoff, named above, drew a third salary. This was from the Elks, for administration of the Elks fund. He is still drawing that salary but the board's right to administer the Elks fund is questionable.

We charge that training is often a pretense. Men without even high school education are sent to colleges where they do not understand the lectures. They are left to absorb anything if they can. That exists at Louisiana State university. For proof we ask that E. L. Scott, dean of the University be called. It exists at other universities and a member of this committee knows it.

In trades, too, training is often no more than a pretense. The board gives a course of six months in linotype operating. The union requirement is four years.

Furthermore, the following is the testimony of Arthur E. Holder, a member of this board. It may be found on page 68 of the "Supplement to second hearing sundry civil bill, 1920."

The CHAIRMAN. Take barbering, you had nine persons in that. How long would it take to make a barber?

Mr. HOLDER. From six weeks to two months.

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The CHAIRMAN. What is the length of time a person should be apprenticed at carpentry before he can turn out as a carpenter?

Mr. HOLDER. They ordinarily ask for two years' apprenticeship. A man who is a fine joiner would require a longer period to perfect himself in that.

The CHAIRMAN. I am speaking of the ordinary carpenter.

Mr. HOLDER. The apprenticeship in that is two years.

The CHAIRMAN. But you do not propose to keep any of these men in training for over a year to make carpenters of them?

Mr. HOLDER. No. A man would naturally have some previous experience at that trade before he would be recommended.

And on page 56 of the same document Mr. Holder says:

There is one feature I should call to your attention. First, the fact that this is a hurry-up job. We do not want it to linger. We believe we are trying to follow out your desires by trying to hasten it.

In this matter of training I should like to mention that there is a man with 100 per cent heart trouble who is the wireless operator on a ship at sea. He is the only operator on that ship. The lives of all are in his hands. And he has 100 per cent heart trouble.

We charge that 10 per cent of the men who begin training discontinue training. For proof we point to the printed hearing on the second deficiency appropriation bill, held January 17, 1920. The testimony there is:

The CHAIRMAN. Do many of them discontinue their training before the prescribed courses are finished?

Mr. LAMKIN. Approximately 10 per cent of them.

The actual figures are:

Entered upon training	26,967
In training Jan. 17, 1920	24,563
Discontinued training	2,404

Those figures are supplied by the board and will not be disputed.

We charge that 30 per cent of the men approved for training throw up their chances of training. For proof we offer the statement of Uel W. Lamkin made on January 17, and to be found on page 964 in the printed hearings on the second deficiency bill, 1920. There he says:

Our figures show that about 30 per cent of the men have not yet accepted after they have been notified.

We charge that more than 13,000 disabled soldiers approved for training were not in training on January 17 last. For proof we offer these figures supplied by the board and undisputed:

Total approved for training	37,575
Men in training	24,563
Approved but not in training	13,012

We charge that in district No. 2, the New York, New Jersey, and Connecticut district, for every man in training there is another approved but not in training. For proof we offer these figures supplied by the board and undisputed:

Approved but not in training	3,041
In training	3,199

In that district out of a total registration of 31,000 only 3,100 were in training on January 17 and only 43 had been trained and placed.

We charge the eligibility squad with throwing out cases wholesale.

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The squad began work in December. At that time the board was snowed under with pending cases. The figures supplied by the board and undisputed are:

Total registration	209,000
Reduced by eligibility squad to	129,912

That squad was composed of laymen. It had no medical member. It did not work in the presence of a medical man, but it ignored medical testimony. It changed medical classifications. It overruled medical decisions. The purpose of that squad was to "reduce the load," and it reduced the load. The total of 209,000 was reduced to 129,912. It came down, among other reasons, because where the medical classification was a major case entitled to training with pay the eligibility squad changed the classification to "negligible handicap" and refused the men training with pay. For proof we cite the following cases to be found in the files of the New York office:

Case 670. The man has fallen arches. The medical decision is that the disability was aggravated in the service. Three doctors classify him as a major case. The eligibility squad overrules that classification. The squad gives him a negligible handicap and refuses him training with pay.

Case 31192. The man's occupation is a clerk. He was wounded and is suffering from epilepsy. Medical opinion classifies him as a major case. The eligibility squad overrules that. The squad calls him a minor case and refuses him training with pay.

Case 27675. The man is suffering from dementia precox. Medical opinion classifies him as a major case. The eligibility squad overrules that, calls him a minor case, and refuses him training with pay.

We charge that the eligibility squad marked all mental cases as insane.

All mental cases were labeled "Pickle 90 days." That meant nothing was to be done for three months. But often the men had incipient tuberculosis as well. Lack of immediate attention aggravated the disease. For proof we offer from the files of the New York office:

Case 15020. In the folder the man is put down "mental." But that man has tuberculosis. The eligibility squad classified him as mental. It marked his case "Pickle 90 days," which means do nothing for three months.

Case 3047. The man's discharge paper says he is suffering from epilepsy. That no doubt is true. The eligibility squad marks him "Mental; pickle 90 days." That man was wounded and gassed. He has bronchitis. He needs treatment, but the eligibility squad has hidden his case away in the office files for three months.

The eligibility squad did not see these men. That squad sat down without medical help, in front of a pile of folders. In district No. 1, at Boston, they reduced the total from 10,568 to 7,255; in district No. 2, at New York, they reduced it from 31,191 to 16,041; in district No. 3, at Philadelphia, they reduced it from 15,573 to 9,871; in district No. 4, at Baltimore, they reduced it from 18,356 to 16,384; in district No. 5, at Atlanta, they reduced it from 24,497 to 12,136; in district No. 6, at New Orleans, they reduced it from 10,104 to 5,806; in district No. 7, at Cincinnati, they reduced it fom 21,506 to 13,690; in district No. 8, at Chicago, they reduced it from 30,400 to 20,348; in district No. 9, at St. Louis, they reduced it from 19,375 to 11,654; in district No. 10, at Minneapolis, they reduced it from 12,328 to 7,951; in district No. 11, at Denver, unavailable; in district No. 12, at San Francisco, they reduced it from 9,207 to 5,590; in district No. 13, at Seattle, they reduced it from 5,955 to 4,388; in district No. 14, at Dallas, unavailable. The total of 209,000 for the

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whole country was reduced to 129,912. These figures are supplied by the board and are undisputed.

We charge that after 19 months nearly 80,000 disabled men (75 per cent of the total eligible for training) were waiting for the board to act.

For proof we offer the figures of the board and an official letter from the Chief of Rehabilitation.

The total that fell from the sieve of the eligibility squad was 129,912. There are now in the hospitals another 20,000 disabled men. That is Mr. Munroe's own statement to be found on page 966 of the printed hearing on the second deficiency appropriation bill under date of January 17, 1920. So the total comes to 149,912. If the disabled men are given the benefit of the doubt, certainly 110,000 will be eligible for training. On January 17 only 24,000 were in training. Thus, 78,000 men were waiting for training.

The letter of Mr. Lamkin is dated February 10, 1920. It is marked "Instructions No. 90." It is addressed to all district vocational offices. Paragraph 2 reads:

2. The results of the eligibility audit show that the pending cases in the district offices are numerous. The final figures show that between 40 and 50 per cent of the active cases in the district offices are still unsettled. The disabled men are entitled to know whether or not they are eligible for section 11 training, and central office must know the training load in order that the necessary preparations may be made and the necessary start provided.

That was written 20 months after the organization of the division, 15 months after the armistice. It shows that the division was still organizing. It shows that from 40 to 50 per cent of the cases in the district offices were unsettled. It shows that the board does not know how many men it will have to train. It shows that the board has not the staff necessary to train men.

We charge that there is no follow-up.

The fact that to follow up a man taking a commercial course, in Buffalo, for instance, an employee would have to be sent to Buffalo from the office in New York. As the district comprises three large States follow-up is impracticable when that sort of thing has to be done. But if money is not to be wasted and training is to be made real, follow-up is necessary. Some of these courses cost $50 a month. If the man does not attend his classes that money is lost. In factories follow-up work alone can prevent the exploitation of these men.

In the city of Washington a married man is drawing $115 a month from the Government. That same man is supposed to be attending a commercial school which is getting $30 a month from the Government. The school is reporting "Attendance poor; progress slow." Actually the man goes there twice a month to get his check. He is working daily in his father's shop. He is depriving some deserving man of training. The board's indifference to follow-up is to blame.

We charge that these disabled ailing men are begrudged sick leave.

For proof we point to paragraph 4 of a letter dated January 23, 1920, written by Uel W. Lamkin, Chief of Rehabilitation, to all District vocational officers. That paragraph reads:

4. So many extensions of sick leave beyond the 30-day period are being made by the district offices and so many requests for extensions are coming forward to central office, that it will be necessary to rescind the authority granted under the provisions of Misc. 150 rev., unless the district offices greatly reduce the number of extensions recommended and granted.

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We charge that the board has failed to see the human problem involved in this work.

The men have been approached with mimeograph letters having rubber-stamp signatures, whereas personal contact is necessary. We have several of these form letters and against them we ask you to call J. W. Lyons and other members of the Elks' war committee who will tell you how in some cases they have made as many as 19 personal visits to win over men to rehabilitation.

For further proof we point to the letter of Uel W. Lamkin, dated February 10, 1920, marked "Instructions No. 90" and addressed to all district vocational officers. Paragraph 7 concludes:

Central office case board representatives are directed, however, not to interview disabled men. They are to pass on the actual evidence, which is in the man's folder.

This system of paper work is useless. These men are something more than cases in a folder.

We submit the following form letter sent to a man seven months after he had applied for training. It shows how little the case has progressed after all that time. It shows to what extent the burden of proof is thrown upon the men:

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION,
DISTRICT VOCATIONAL OFFICE,
New York City, December 3, 1919.

MR. JOSEPH FURPHY,
East Newark, N. J.

DEAR SIR: After carefully considering the facts as you gave them to one of our representatives in talking with him about vocational education, under the Government plan for men disabled in military service, the board is undecided if the facts are as reported, as to whether you can be awarded the training which we understand you desire under the terms of the vocational act.

Whether or not the disability still exists, it is not clear that it is likely to prove a permanent handicap in your former work.

It may be that the facts we have do not fully reflect your condition at this time. If you have tried to work, the result of this work, its effect upon you, the pay you are able to earn as compared to other men, etc., may clear up the situation. On the back of this letter you can give us this definite information, including the name of your employer.

Now, this is all important for you, and in order that full justice may be done you, you should fully report to us just what has happened. If you have lately had to consult a doctor, you should give us a report from him.

What we want to know, for your own sake, is what effect your disability has upon your chances in industry. You might say whether your employer has had to favor you in any way because of it.

If, on the other hand, you have tried work of any kind, please tell us in just what way you are convinced that the injury will permanently handicap you for your work, and just as in the other case, if you have had to consult the doctor recently, send us a report from him.

Even though you are not permanently handicapped, you may have certain rights to training which are largely determined by compensation, so please advise us if you have been granted compensation.

Assuring you of our utmost interest in your case in exact accordance with the terms of the vocational act, we are,

Very truly, yours,

S. E. BARWELL,
District Vocational Officer.

P. S.—If compensation has been granted you, please forward original copy from War Risk Insurance, so that we may make two certified copies and return the original immediately to you.

We charge that these men have been reduced to penury because of the board's delays.

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For proof we point to the Elks' fund. Although there were only 24,000 men in training on January 17, the Elks' fund had been called upon in 20,000 separate instances. In this connection we quote from a letter written on February 2, 1920, by Uel W. Lamkin and addressed to all district vocational officers:

The Elks' fund, as you have been advised heretofore, is to be used in making loans in the nature of advancements to cover the monthly allowances due to the men in training, but not received. On account of the great demand on this fund, it was deemed advisable to supplement it, and this is accomplished by Red Cross fund W-Z-36.

The Red Cross, the Knights of Columbus, and the charity organizations if called upon can give further proof on this charge.

We charge that the board has adopted an attitude of hostility toward the disabled soldier.

An adviser in the New York office was asked:

But don't you understand the psychology of the soldier?

He replied:

No, thank God, and I hope that we never shall.

That same man said:

It is the crime of the century the way some men try to get an education out of the Government. Sometimes a man who has only lost a thumb or a couple of fingers will try to get the Government to educate him through the board.

We have the man's name. Our witness is Mrs. Janet L. Jacobs.

Mr. BLANTON. Right there, can you give us his name? That is what we want to know.

Mr. LITTLEDALE. The witness will give them.

Mr. SEARS. We want the facts from you.

Mr. LITTLEDALE. She has got the name, sir. I would prefer that you get it from her.

Mr. BLANTON. Is she here?

Mr. LITTLEDALE. No, sir.

Mr. SEARS. Do you know his name?

Mr. BLANTON. I ask that you give his name.

Mr. SEARS. Mr. Chairman, that was published in the newspaper, and I think we have a right to ask him to give the name. Mr. Littledale published that under his signature.

Mr. DONOVAN. Mr. Chairman, the thought that occurred to me was whether we had the right to subpœna witnesses here, and if we have not—and not having the right to date—if Mr. Littledale has that information I think it might be well for him to give it if he wants to, and if not, see that later he supplies the witness.

Mr. SEARS. Do you think it is fair to make a charge without giving the name, if you have the name?

Mr. DONOVAN. No; I think under the circumstances—that is a point I am making; I think he in justice to the board should do that.

Mr. SEARS. And in justice to us and to himself.

The CHAIRMAN. Without instructions from Congress this committee could not subpœna any one; the people who are here are here voluntarily. If it be necessary we will seek the authority to subpœna witnesses, and if the witness declines to give the name, I would not feel like pressing it.

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Mr. SEARS. Mr. Chairman, this point, though; suppose that the lady should give the name which is the correct name—I am not questioning either one of them—and that witness does not testify as to the statement that has been made; this gentleman could come back and say: "That was not the one I referred to; the lady misunderstood me; it is somebody else, and I would like for you to give the name again," and she comes back and it would just be an endless chain. This gentleman certainly knows the name.

Mr. BANKHEAD. This is not any secret, is it?

Mr. SEARS. We want the name that was given to him. He has published it in the newspaper.

Mr. DALLINGER. Has he published the name in the newspaper?

Mr. SEARS. No; but he says you can get the name from this lady.

Mr. KING. He hasn't said he knew the name.

Mr. SEARS. He said he knew the name.

Mr. LITTLEDALE. The lady will supply the name.

Mr. BLANTON. Aren't you willing to give the name?

Mr. LITTLEDALE. I have it in my records.

Mr. KING. What is the name of the lady that will give the name?

Mr. LITTLEDALE. Mrs. Janet L. Jacobs. She will provide the name. This is her written statement.

Mr. DONOVAN. Where does she reside?

Mr. LITTLEDALE. In New York City.

Mr. DONOVAN. What is her address?

Mr. LITTLEDALE. Mrs. Janet L. Jacobs, 17 East Eleventh Street.

Mr. BRAND. Did she give you the name?

Mr. LITTLEDALE. She gave it to me in writing.

Mr. BRAND. Do you decline to answer who it is?

Mr. LITTLEDALE. I haven't got it on my tongue, sir. It is in writing in my records.

The CHAIRMAN. Let the gentleman proceed.

Mr. LITTLEDALE (reading):

Another employee in the New York office said: "I have come to realize that no real, red-blooded man"——

Mr. SEARS (interposing). Now what is his name, if you know?

Mr. LITTLEDALE. She has it, sir.

Mr. SEARS. You haven't it?

Mr. LITTLEDALE. I haven't direct testimony on this.

Mr. SEARS. I know, but do you know the name?

Mr. LITTLEDALE. It is in my records.

Mr. DONOVAN. Where are your records?

Mr. LITTLEDALE. I am not sure if that particular paper is in my portofolio here or in my office in New York.

Mr. SEARS. Do you remember the name now?

Mr. LITTLEDALE. I do not.

The CHAIRMAN. The witness will proceed.

Mr. LITTLEDALE (continuing). Another employee in the New York office said:

I've come to realize that no real, red-blooded man, no man with any pep or fight in him, no matter how badly wounded, would ever come in here asking for charity. You ought to see them. They are a poor-spirited lot anyway.

That same man said:

We are probably too late now to help many of the wounded soldiers but that makes very little difference anyway, seeing what we have learned here of vocational needs will be of great benefit to the coming generation.

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We have that man's name. Our witness is Mrs. Jacobs.

A disabled man sat for a long time in the New York office and nobody paid any attention to him. Finally he approached an adviser and said:

Please, sir, won't you speak to me?

The adviser answered: "You go sit down on your chair."

The man replied: "But, sir, I will speak to you."

The adviser answered: "You will sit in that chair until I finish this dictation."

We have that man's name. Our witness is Mrs. Jacobs.

We charge that the board exploited these disabled men in politics.

To the mayors of American cities the board wrote a letter asking them to help it and pointing out that "if the mayor is a good politician he will eagerly grab such a chance for popularity and votes." That letter is an insult. Its author, if with the service, should be discharged. We have not the original of that letter, but it can be proved. The board will not deny it.

Finally, we charge that the following is part of a circular written in the central office of this board:

(5) The organs used in approving cases are the eyes and brain. The ears and the heart do not function.

(8) Be hard boiled. Members of the district office staffs will beat you over the head with verbal pressure. District pressure causes all our mistakes. Put cotton in your ears and lock the door. If you are naturally sympathetic work nights when nobody is there.

(11) Accept advice from central office. Take all the cigarettes you can get from the members of the district office staff, but no advice.

That statement was issued in that form.

Mr. SEARS. Where?

Mr. LITTLEDALE. I saw it; I copied it. It exists to-day.

Mr. SEARS. Was it signed by anyone?

Mr. LITTLEDALE. No, sir.

Mr. DALLINGER. Have you got it here?

Mr. LITTLEDALE. No, sir.

Mr. DALLINGER. Do I understand you are reading a copy from memory?

Mr. LITTLEDALE. No, sir; a copy that I copied. I copied it, sir.

Mr. BANKHEAD. Where did you copy it?

Mr. LITTLEDALE. In New York City.

Mr. DALLINGER. Where is the original?

Mr. LITTLEDALE. I think the board can clear up that point, sir. I must in the ethics of my profession protect a man from dismissal, as I fear he will be.

Mr. SEARS. You say it is a lady?

Mr. DONOVAN. We will take care of any man that is apt to be dismissed.

Mr. BLANTON. You can't promise that. I promised that to a young man who testified against the Employment Service before the Committee on Labor and the young man lost his job the next week with a cussing [laughter]. So don't promise anything like that.

Mr. DALLINGER. Where is the original from which you made this copy?

Mr. LITTLEDALE. I think the board can clear up that point.

Mr. DALLINGER. I am asking you a question; where is the original from which you made this copy?

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Mr. LITTLEDALE. It is not in my possession.

Mr. SEARS. What did you do with it?

Mr. DALLINGER. You can not produce it then?

Mr. LITTLEDALE. We might be able to. It is disputed.

Mr. SEARS. You say "we"; we are speaking of you individually. You make a charge that you copied a certain thing and you published that, and then you keep referring to "we." Now you say that you published to the world a certain paper that was a copy of a paper that you had, and yet you don't know where that paper is nor who has it.

Mr. LITTLEDALE. I know who has the copy that I saw.

Mr. SEARS. Well, who?

Mr. LITTLEDALE. I must protect that man, sir.

Mr. SEARS. Is he in the service of the Government?

Mr. LITTLEDALE. He is in the service of the Government; yes, sir.

Mr. SEARS. Then you haven't got that, as you stated?

Mr. LITTLEDALE. I haven't, no. I never stated that I had it, sir. I have not got it.

Mr. SEARS. Where did you get the copy?

Mr. LITTLEDALE. From this man.

Mr. SEARS. In New York or Washington?

Mr. LITTLEDALE. I wish not to answer that question, if I may.

Mr. VESTAL. Mr. Littledale, may I ask you one question? I think I understood you to say that the copy you saw, or the original that you made a copy of, was not signed by anybody?

Mr. LITTLEDALE. It was not signed by anyone.

Mr. BLANTON. But he said it was in use in the New York office.

Mr. LITTLEDALE. No; I did not say that.

Mr. BLANTON. What did you say about its being in use?

Mr. LITTLEDALE. It was received by a man in the employ of the board.

Mr. SEARS. From some one in authority, or do you know?

Mr. LITTLEDALE. I think we can prove it through the board, sir.

Mr. SEARS. In other words, you want the board to convict itself? Is that the position you take?

Mr. LITTLEDALE. I think you are looking for the truth.

Mr. BANKHEAD. You are concealing the truth.

Mr. LITTLEDALE. No, sir; I am merely protecting this man.

Mr. BLANTON. No; I think that is unfair. There are certain ethics that this gentleman has to protect.

The CHAIRMAN. There must be a record of what is going on, gentlemen, and when you are all talking at once the stenographer can not get it. I would suggest that the witness be allowed to finish his statement. He is nearly through, and then take up such questions as members of the committee have.

Mr. LITTLEDALE (continuing). That summarizes our charges, and in the interests of the disabled soldier we demand:

First. Removal from office of James P. Munroe.

Second. Removal from office of William A. Clark.

Third. Removal from office of the man who wrote the "hard-boiled" order.

Fourth. Legislation that will bring this board under a Cabinet officer, preferably the Secretary of the Treasury, so that its work and the work of the Bureau of War Risk Insurance and the work of the Public Health Service be coordinated.

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In conclusion we ask the committee to call:

Mrs. Janet L. Jacobs, New York City; Cornelius W. Wickersham, Col. Arthur Woods, Frederick Perkins, Charles S. Danielson, Alfred Hartag, Arthur W. Griffin, Dr. Thomas H. Buckler, Douglas C. McMurtrie, of New York City; Robert Browning, of Brooklyn; Rudolph Faber, of Inwood, Long Island; Benjamin Dunstall, of Cranford, N. J.; Gilbert E. Wright, of New York City; Joseph Furphy, East Newark, N. J.; Theodore M. Lind, of Brooklyn; Edward M. Kalish, of New York City; Gordon M. Campbell, of Middletown, N. Y.; Henry B. Katzen, of Newark, N. J.; Eugene Meyers, William A. Clark, W. T. Hamilton, H. F. Dolan, Carl C. Brigham, and Maj. Edward M. Duncan, of Washington, D. C.

Since writing that statement I have heard the remarks made to this committee by Calvin F. McIntosh, a member of the Federal Board for Vocational Education. Those remarks narrowed down to two statements of fact.

Mr. McIntosh stated that in section 2, training, the board has approved 55,000 cases, and that 27,000 men are in training. Exactly 28,000 disabled soldiers have been approved but are not in training they are waiting for the board to act and the board takes from six months to a year to act. That disposes of that.

In section 3, training, Mr. McIntosh stated that the board had approved 22,000 cases. He did not say how many were in training, but I have the board's written statement on that, and it shows that on February 1, 1920, all over the country, exactly 802 men were taking section 3 training. That is to say out of 22,000 men approved 21,198 are not in training.

Mr. PLATT. I want to ask you one question right along the line——

The CHAIRMAN. (interposing). Just a moment, gentlemen—the committee will be in order. The rules of the House will be observed in questioning the witness. The witness will please remain. Many questions will be asked him. The rules of the House will be observed in this form: When a member of the committee takes the witness, do not let anyone else interrupt without getting the member who is questioning to yield, so that the stenographer can get the facts.

Mr. DONOVAN. Will Mr. Platt yield a moment to me, please? I want to offer a suggestion before we start to examine the witness. My thought was that I personally had not got a complete grasp on the substance of what this young man has read here. I haven't seen a copy of it; I don't know in detail or specifically what it contains. There are some very serious charges and there is quite a long argument there. The thought occurred to me whether it would not be better procedure if the members of the committee were supplied with copies of the charges and had an opportunity to examine them, and then the chair recall the witness and we could then intelligently examine him and exhaustively examine him. That was the thought I had in mind.

The CHAIRMAN. You could not do that to-night.

Mr. DONOVAN. I know; not to-night.

Mr. KING. I agree with the gentleman from New York perfectly on that.

The CHAIRMAN. The members are anxious to hear the witness now.

Mr. PLATT. We have these papers.

Mr. DONOVAN. I have not had a copy of the char es.

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Mr. PLATT. Because you throw them away when they come to your office.

Mr. DONOVAN. No, I have never seen it. Mr. Chairman, I ask the gentleman from New York to yield. Have you a copy of the charges just read?

Mr. PLATT. I have just what was published.

Mr. DONOVAN. I am asking about the charges just read.

Mr. PLATT. Not all of them, some of them. They are all in that article.

Mr. DONOVAN. But I am asking about the charges just concluded by this young man here. I have never seen them, and I don't pretend to be able to retain what it has taken him an hour to read.

The CHAIRMAN. At any rate, the members of the committee who care to ask questions now while Mr. Littledale is here may do so. Mr. Platt is recognized.

Mr. PLATT. You have made some charges about trade training, which, it strikes me, are more or less distinctly unfair. For instance, you say that six months' training on the linotype is given, and the union requires four years. What do you mean by that? I happen to be something of a linotype expert myself.

Mr. LITTLEDALE. That is required, sir.

Mr. PLATT. You mean it takes a man four years to learn to operate a linotype machine?

Mr. LITTLEDALE. A man without any training.

Mr. PLATT. Do you mean to say that any union requires a man to operate a linotype that length of time?

Mr. LITTLEDALE. No.

Mr. PLATT. The union doesn't allow its apprentices to go on a linotype machine until after they have been in the printing business more than three years.

Mr. LITTLEDALE. Yes, sir.

Mr. PLATT. Then why shouldn't training be given to a grown man for the length of time it takes him to learn the machine? Any man that can't learn a linotype machine in six months would never learn.

Mr. LITTLEDALE. But he has to have a background of printing experience of three years.

Mr. PLATT. Not necessarily, if he has got any education. I know a case in a newspaper office owned by a Member of Congress who took a school teacher who had never seen a linotype machine or a printing office and in three weeks he said she was a better operator on the linotype machine than any man he ever knew. They can put these men on the linotype machines if the unions will let them work. That is all there is to that.

Mr. SEARS (interposing). I was wondering, Mr. Chairman——

The CHAIRMAN (interposing). Mr. Dallinger wants to take the witness.

Mr. DALLINGER. Mr. Littledale, you said, I believe, in your statement that you desired to have certain people summoned as witnesses?

Mr. LITTLEDALE. Yes, sir.

Mr. DALLINGER. Won't these people, any of them, come at your request to voluntarily give their testimony for the good of the soldiers?

Mr. LITTLEDALE. I am sure some of them would, sir, but a great number of them are soldiers themselves.

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Mr. DALLINGER. Could you give the names of those who will come voluntarily without being summoned by subpœna from the Sergeant at Arms?

Mr. LITTLEDALE. I can only give you the names of men that I suppose will come at their own expense, sir.

Mr. DALLINGER. Will you give us the names of those whom you think will come?

Mr. KING. Maybe they would rather be subpœnæd so that they would get witness fees and mileage, wouldn't they?

Mr. LITTLEDALE. That I know nothing about. If you call Mr. Wickersham who was mentioned here, I don't think he would.

Mr. KING. There are very few people that don't like to get their witness fees and mileage.

Mr. LITTLEDALE. I think the following gentlemen would come at their own expense: Cornelius W. Wickersham, 40 Wall Street, New York City; Col. Arthur Woods, Pennsylvania Hotel, New York City; Mr. Frederick Perkins, John Walker-Thompson Company—I am not sure of the address, it is in the telephone book but I haven't got the actual address.

Mr. PLATT. May I ask another question, Mr. Chairman?

The CHAIRMAN. Let us finish this answer to this question first.

Mr. LITTLEDALE. Dr. Thomas E. Butler. He is on Eighteenth Street; I don't know the exact number.

Mr. BANKHEAD. That is with reference to the rent there?

Mr. LITTLEDALE. Yes. W. C. McMurtrie. I think he will come.

The CHAIRMAN. Can you give us the address?

Mr. LITTLEDALE. I think W. C. McMurtrie is 1919 Broadway. I know these addresses and can go to them, but exact numbers are not on the tip of my tongue. I can supply the committee with them.

The CHAIRMAN. Now, Mr. Littledale, have you asked any of these people to come here?

Mr. LITTLEDALE. No, sir; I have not asked them. As I saw it, I was merely asked to come here by the chairman. We were not in the nature of prosecution; we were simply a newspaper publishing a series of articles and have been asked by the chairman to come before this committee. I think the position is that we are not in court as a prosecutor.

Mr. DALLINGER. No, it is not a question of prosecution, but having made certain charges against this Federal Board don't you think that the burden is on you to prove these charges?

Mr. LITTLEDALE. I think the question, the point involved there, is the matter of expense of people coming down. Isn't that it? Whether they will come voluntarily or not? Now, it is customary for people, as I understand the procedure, to receive their mileage, and I take it that some of these people would come at their own expense. An unusual question is involved here.

Mr. DALLINGER. You have made, as I understand it, in your articles in the New York Evening Post certain definite charges against the Federal Board?

Mr. LITTLEDALE. Yes, sir.

Mr. DALLINGER. Against the Federal Board for Vocational Education, and that having appeared in the newspapers and excited attention, the Committee on Education of the House of Representatives has asked you to come here to prove those charges, and you have

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read a statement here to this committee to-night, and it occurs to us possibly that you would want some other evidence to substantiate those charges other than your statement, which is largely hearsay—almost entirely hearsay.

Mr. LITTLEDALE. Yes; I am merely a newspaper reporter in the case.

Mr. BLANTON. Will the gentleman from Massachusetts yield right there?

Mr. DALLINGER. Yes.

Mr. BLANTON. My position on this matter is this: This gentleman has brought up charges here and has followed it up by giving us the names of witnesses by whom he says each one of these charges may be proven. I take it that that is enough to put this committee on notice that there should be an investigation by this committee, and it is a matter that we are concerned in.

Mr. DALLINGER. I thought you were going to ask a question.

Mr. BLANTON. I just wanted to answer that feature that it is not a matter for this witness now; it is a matter for this committee to find out whether these facts exist.

Mr. BANKHEAD. Suppose to-morrow some other newspaper should file a series of charges against the board?

Mr. BLANTON. This is not an idle statement; this gentleman is bringing us the names of live witnesses by whom he says these asserted facts may be established.

The CHAIRMAN. The committee will please be in order. Mr. Dallinger, have you further questions? Would you yield to just a statement by myself?

Mr. DALLINGER. Certainly.

The CHAIRMAN. The witness was invited to come on the basis of charges made in his article, not to be regarded as a prosecutor but simply to make the statement of the charges succinctly, so that we could make an investigation of the charges, and if they seemed to be established, then that would be a justification for our making a thorough investigation of the board; and I am of the opinion that the charges having been filed and the witnesses he has named and the addresses by which we can get the witnesses here, is all that we should require of this witness. I must state that the committee without further instruction of Congress could not bring those people here; they would have to come voluntarily. However, we can get the authority of Congress either to bring them here or for the committee to send a subcommittee to New York and have a hearing at that place. My opinion is, that so far as that goes, the witness has done about all that is necessary for him to do.

Mr SEARS. Mr. Chairman, right in that connection, though, this is based practically on the "hard-boiled" order. If we sent the chairman to New York, to whom would you go to get that information? The witness says he saw it in New York; it was not signed; an unsigned paper, and that he refuses to give the name of the person who gave it to him.

The CHAIRMAN. The hard-boiled order is really the smallest part of these charges.

Mr. SEARS. I doubt it very seriously. Half a dozen cases out of 117,000 cases of apparent neglect is not so serious, and yet the chairman and myself both have been backing the vocational bill and trying to do what we could.

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The CHAIRMAN. Mr. Dallinger, are you through?

Mr. DALLINGER. No; I was not quite through, Mr. Chairman.

I understand, Mr. Littledale, you stated in the paper that no single charge made in these articles on the work of the board but what has been checked up by sworn testimony or first-hand investigation. Is that correct?

Mr. LITTLEDALE. That was printed at one time, yes sir.

Mr. DALLINGER. Now, how many charges have you made? How many different charges have you made in that statement you read tonight?

Mr. LITTLEDALE. 26.

Mr. DALLINGER. 26 specific charges?

Mr. LITTLEDALE. Yes, sir.

Mr. DALLINGER. Now, how many of those charges are supported by sworn testimony?

Mr. LITTLEDALE. This is not the same statement that appears in that paper, sir. These charges are not specified in that way——

Mr. DONOVAN. On what charges, Mr. Littledale, do you rely, the charges that have appeared from time to time in the New York Evening Post, or the specific charges which you have read to the committee to-night?

Mr. LITTLEDALE. As a matter of record, the specific charges that I have filed to-night are the ones that you are to go by.

Mr. DALLINGER. Those are the specific charges on which you rely. Now, how many of those 26 are you prepared to support by sworn testimony?

Mr. LITTLEDALE. I think all of these witnesses will be sworn here, sir.

Mr. DALLINGER. I mean how many of these 26 charges are you repared to support by sworn testimony?

Mr. PLATT. Some of them he submits written testimony on.

Mr. LITTLEDALE. I can not answer that question in that form, sir. It would require a great deal of preparation in the form of a prosecution.

Mr. DALLINGER. You say that all of these charges can be substantiated either by sworn testimony or by first-hand investigation.

Mr. LITTLEDALE. That was in reference to another matter, sir. You asked me for 26 specific charges.

Mr. DALLINGER. Then do I understand you to say that you are not prepared to support these 26 charges you have made to-night, either by sworn testimony or by first-hand information?

Mr. LITTLEDALE. I say that I have used the names of a number of witnesses, all of whom I have shown will be only too ready to be sworn.

Mr. DALLINGER. Now, Mr. Littledale, let us understand one another. Do I understand that the charges you make to-night are entirely different from those contained in these articles in the New York Evening Post, or are all the charges in the New York Evening Post contained in your statement made to-night?

Mr. LITTLEDALE. The two textually are different sir.

Mr. KING. Will the gentleman from Massachusetts yield?

Mr. DALLINGER. For a question; yes.

Mr. KING. Is the gentleman from Massachusetts aware that the committee asked this witness to present a statement and charges to

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the committee, and that these are the statements and charges he has presented? He is not relying upon any of his newspaper articles.

Mr. SEARS. They are practically the same.

Mr. DALLINGER. I am trying to find out what difference, Mr. King, if any, there is between them. Members of the committee have intimated that they are the same; that all the charges contained in the statement made to-night are in the paper.

Mr. DONOVAN. Mr. Littledale, I hold in my hand what I suppose is part of your publication where you are employed, the New York Evening Post, headed "our disabled soldiers," and ask you to identify that, if that is issued by the paper that has employed you in the capacity you now occupy, investigating this board?

Mr. LITTLEDALE. That was so issued; yes sir.

Mr. DONOVAN. I read from the first column headed "Disabled soldiers untrained after nineteen months of red tape. By Harold A. Littledale." Is that you?

Mr. LITTLEDALE. Yes, sir.

Mr. DONOVAN. Then what follows after that you are the author of, I take it? Let me show you the paper.

Mr. BRAND. You know he has seen it often.

Mr. DONOVAN. Well, I want him to identify it.

[Mr. Donovan showed the paper to Mr. Littledale.]

Now, having identified this article——

Mr. LITTLEDALE. I want to answer the question, please.

Mr. DALLINGER. Now, Mr. Chairman, just a minute——

Mr. DONOVAN (interposing). Just let me develop this——

Mr. BRAND (interposing). Mr. Donovan, he said he didn't answer your question.

Mr. DONOVAN. Didn't I understand you to say that this was an article under your name which you had written?

Mr. LITTLEDALE. Naturally there are editorial changes.

Mr. DONOVAN. This is not an editorial.

Mr. LITTLEDALE. There are always editorial changes in articles, I suppose. In the main, sir, without quibbling, I am the author of that article.

Mr. DONOVAN. I refer to the paragraph which says: "No single charge is made in these articles on the work of the board which has not been checked by sworn testimony or by first-hand investigation by the Evening Post." Did you write that paragraph?

Mr. LITTLEDALE. I did, sir.

Mr. DONOVAN. Are any of the charges referred to in that paragraph embodied in the written specific charges which you have just concluded reading to the committee?

Mr. LITTLEDALE. The context; yes, sir.

Mr. DONOVAN. Are you ready to supply to the committee the remaining charges that are referred to in this paragraph, that are not included in the specific charges which you have just concluded reading?

Mr. LITTLEDALE. That would require very careful analysis to find out just which they are and what they are, sir.

Mr. DONOVAN. Before writing this article you knew intimately what they were, did you not?

Mr. LITTLEDALE. No, sir.

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Mr. DALLINGER. Was there any date on it?
Mr. LITTLEDALE. I think not, sir.
Mr. DALLINGER. Was there anything on it to indicate that it came from any place?
Mr. LITTLEDALE. I think not.
Mr. DALLINGER. So far as you can recollect, the words "Washington, D. C.," were not on it, on the heading, anywhere?
Mr. LITTLEDALE. I think not.
Mr. DALLINGER. Now, was it signed by anybody?
Mr. LITTLEDALE. No, sir.
Mr. DALLINGER. And it was not signed by the vocational board?
Mr. LITTLEDALE. No, sir.
Mr. DALLINGER. Or by anybody purporting to act under their authority?
Mr. LITTLEDALE. There was no signature; no, sir.
Mr. DALLINGER. No signature at all?
Mr. LITTLEDALE. No, sir.
Mr. DALLINGER. Simply a typewritten memorandum. Is that right?
Mr. LITTLEDALE. Yes, sir.
Mr. DALLINGER. Not addressed to any particular person or signed by anyone?
Mr. LITTLEDALE. The sheet was not addressed; no, sir.
Mr. DALLINGER. Was it all on one sheet?
Mr. LITTLEDALE. I believe it was, sir.
Mr. DALLINGER. Can you give the committee any idea as to the size of the sheet?
Mr. LITTLEDALE. It was the ordinary typwritten size, about that size [illustrating].
Mr. KING. That wont show in the record how big it is.
Mr. DALLINGER. Let me show you this, Mr. Littledale. This is one of the vocational board letterheads [indicating]. Was it on paper of that size, to the best of your recollection, that outside sheet there?
Mr. LITTLEDALE. I think it was a little longer, sir.
Mr. DALLINGER. A little longer than that?
Mr. LITTLEDALE. I think so, sir.
Mr. DALLINGER. Can you tell the committee what kind of paper it was on? Was it on thick paper like that, or upon carbon paper?
Mr. LITTLEDALE. I don't want this to be traced to the man, sir.
Mr. DALLINGER. I am asking you a question about the size of the paper, the character of it.
Mr. LITTLEDALE. I am afraid that it will trace the man.
Mr. DALLINGER. Why do you say that?
Mr. LITTLEDALE. It may.
Mr. DALLINGER. Do I understand that you don't care to answer the question?
Mr. LITTLEDALE. I should prefer not to, sir.
Mr. KING. Didn't you think there was some danger of his being discovered when you published this in the paper?
Mr. BLANTON. Mr. Chairman, I submit—a point of order—I want to raise a point of order here, that the gentleman from Massachusetts questioned this witness at length and got through, and then the gentleman from New York took him up.

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Mr. DALLINGER. He interrupted me. I yielded to him to answer a question.

Mr. BLANTON. Now I was going to say that the gentleman from Illinois and some of the balance down this way ought to get a chance at him directly.

Mr. DONOVAN. You will all have a turn.

Mr. DALLINGER. Now, Mr. Littledale——

The CHAIRMAN (interposing). The chair intends to recognize Mr. Sears, the ranking member, as quickly as Mr. Dallinger gets through.

Mr. DALLINGER. Now, Mr. Littledale, will you tell the committee whether the circular that you saw, which was not addressed to any particular person and was not signed by anybody, was an original or a carbon copy?

Mr. LITTLEDALE. I do not wish to answer that question, sir.

Mr. DALLINGER. Or a multigraph?

Mr. LITTLEDALE. I prefer not to answer that question, if you please.

The CHAIRMAN. I don't think that the witness ought to be pressed upon questions that might violate the ethics of his profession.

Mr. BLANTON. Certainly not.

Mr. DALLINGER. Of course, if the witness declines to answer, I suppose there is no power in the committee to compel him to answer.

Mr. BRAND. Will the gentleman yield for a question along that line?

Mr. DALLINGER. I am through.

Mr. BRAND. By permission of the chairman, right on that subject, then I will let Mr. Sears have him.

The CHAIRMAN. The gentleman from Florida can take the witness, and then you can ask him.

Mr. SEARS. Go ahead, Mr. Brand.

Mr. BRAND. When was it that you saw that order first?

Mr. LITTLEDALE. In the third week in February, I think.

Mr. BRAND. Where?

Mr. LITTLEDALE. I don't wish to answer, sir.

Mr. BRAND. Can't you say whether it was in Washington or New York?

Mr. LITTLEDALE. I do not wish to answer, sir.

Mr. BRAND. Was it an officer of the board?

Mr. LITTLEDALE. He was an employee of the board.

Mr. BRAND. In New York or Washington?

Mr. LITTLEDALE. I do not wish to answer, sir.

Mr. BRAND. Well, you want to suppress the truth from the committee?

Mr. BLANTON. Mr. Chairman, I raise the point of order that that is improper. There is certain ethics that should be observed.

Mr. BRAND. I insist, Mr. Chairman, that the committee has the right to know.

Mr. BLANTON. I raise the point of order, Mr. Chairman, that a newspaper man above all others should be protected in the manner of acquiring information; otherwise the general public would not be able to get information from newspapers. A newspaper reporter should be protected, and when he promises a man he will not divulge his identity I don't think that a Member of Congress should insist on trying to trap a witness into answering a question that would violate an agreement.

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Mr. DONOVAN. I rather think the gentleman from Texas does not want to use the word "trap" a witness, does he, against his colleague?

Mr. BLANTON. Well, there have been some very ingenius questions asked here by the gentleman from Massachusetts and the gentleman from Georgia.

Mr. DALLINGER. Let me make a statement, Mr. Chairman. The gentleman from Texas has made the statement that I have asked some ingenius questions. I expected as a member of this committee, and I presume that other members of the committee expected, that Mr. Littledale was going to produce the original document on which he made these charges. Now he hasn't got it; it is not here; I understood him to testify that he had not even got it in his possession, and it seems to me that it would be perfectly proper and it is our duty to try to find out something about this order which is charged upon this Federal Board—find out what it is upon which he has made these statements in the paper and in his charges to-night. There is no trapping about it; I am simply trying to find out. Now the gentleman declines to answer and that is the end of it.

Mr. BLANTON. He certainly put us on notice.

The CHAIRMAN. The Chair will rule that that which is unnecessary to establish what we are trying to prove and that might involve the ethics of the proceeding ought not to be urged. The Chair thinks that we are going to be able to identify this hard-boiled order without identifying it by this witness.

Mr. KING. Mr. Chairman, I do not want to disagree with the chairman's ruling but this is certainly in the nature of a judicial inquiry and not a theological discussion or an ecclesiastical board, and there are no ethics here and no ethics in the newspaper business.

Mr. DONOVAN. Will the gentleman from Illinois yield to me for a moment?

The CHAIRMAN. The gentleman from Illinois hasn't the floor; Mr. Sears will take the witness.

Mr. DONOVAN. Along those lines, I think I will have to make a suggestion. If the witness is called and put under oath, I do not subscribe to immunity for newspapers or anybody else. I join with the gentleman from Illinois in that.

Mr. BRAND. Now this is not a moot question; it is a live issue, and this committee is entitled to know whether this is a stranger or somebody connected with this board, and he declines to answer that question.

The CHAIRMAN. The gentleman from Florida may take the witness.

Mr. SEARS. Mr. Chairman, I hardly know where to begin, we are getting so far away. I was wondering if I could ask the gentleman about something that he wrote. I will try it and then the Chair can stop me, because I want to be absolutely fair.

You say that you first saw this hard-boiled order in Washington and that from you the Post got it? Is that correct?

Mr. BRAND. He did not say where, he would not say.

Mr. SEARS. Where did you see the hard-boiled order?

Mr. LITTLEDALE. I do not wish to answer that.

Mr. SEARS. You say here in this article: "The Evening Post first learned of the existence of this circular when it was conducting its investigation in Washington." You did not mind answering then, did you?

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Mr. LITTLEDALE. I do not wish to answer that.

Mr. SEARS. Well, may I read you this? This is a somewhat milder interpretation of the circular which The Evening Post obtained in Atlanta, Ga., that circular in part being as follows—and printing the hard-boiled order. You were willing to tell the country in the Post where you got it, and practically when you got it, but to this committee you refuse to answer. Why this change of heart, Mr. Littledale?

Mr. LITTLEDALE. I did not refuse to answer; I said I wished not to.

Mr. SEARS. Well, you refused to answer.

Mr. LITTLEDALE. I told you I was trying to protect somebody.

Mr. SEARS. Why didn't you try to protect that someone when you wrote this article impugning the honesty of citizens of the United States?

Mr. LITTLEDALE. I do not wish to answer that question.

Mr. SEARS. You do not have to. I can ask the question, though. You did write this article that you got in Atlanta, that the information first came from Atlanta?

Mr. LITTLEDALE. I wrote this article.

Mr. SEARS. But now you don't care to say where it came from? Didn't you say a few minutes ago that you got it from a man?

Mr. LITTLEDALE. Yes, sir.

Mr. SEARS. Then why did you write up here that the Evening Post first learned of the existence of this circular, the hard-boiled one, when it was conducting an examination in Washington—"a clerk was found who had seen it, but she only knew the substance of it." Now when did "she" become a man? After you passed the suffrage amendment? [Laughter.]

Mr. LITTLEDALE. I do not so interpret the wording, sir.

Mr. ROBSION. I make a point of order, Mr. Chairman.

The CHAIRMAN. State the point.

Mr. ROBSION. The article there and what he answers now are two different things altogether.

Mr. SEARS. One is over his signature and the other is over his open statement. Now what is the difference, I would ask the gentleman?

Mr. ROBSION. This witness is here not at his own suggestion but at the request of this chairman, the chairman of this committee. He pays his own expenses and is not required to answer.

Mr. BRAND. No, the Post pays his expenses.

Mr. SEARS. Now, Mr. Chairman, may I make this statement, disagreeing with the gentleman from Kentucky? This gentleman publishes an article and assumes the responsibility for that article; then the gentleman from Kentucky contends that if the witness makes a contra statement, he is immune and we can not go back to the other; then we might just as well quit the investigation.

Mr. ROBSION. I make this point, Mr. Chairman: His statement was that it was a man that had the hard-boiled order.

Mr. SEARS. That he saw it from.

Mr. ROBSION. He said here in this article that the first information about it was from a woman, but she didn't have it. Now your question is when did the man become a woman, and I say that is an unfair question.

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The CHAIRMAN. The gentleman from Florida will proceed.

Mr. BRAND. The ranking member don't seem to have gotten anywhere.

Mr. SEARS. No.

Mr. BANKHEAD. Let me ask him one question.

Mr. SEARS. I am sure I will not object to anything the gentleman from Alabama asks. I want to get the facts.

Mr. BANKHEAD. I want to ask the witness this question, with the permission of the gentleman from Florida: How are we going to establish the truth of the existence of this order unless you are willing to disclose the name of the witness? How is it going to be established?

Mr. LITTLEDALE. From the witnesses I have named—you will find the truth about the hard-boiled order from them.

Mr. BANKHEAD. We will have to call them all?

Mr. LITTLEDALE. Yes, sir.

Mr. BANKHEAD. That would force the committee, of course, to ask each one of those witnesses what they knew about this particular hard-boiled order?

Mr. LITTLEDALE. Yes, sir.

Mr. BANKHEAD. By a process of elimination, and finally, after furnishing us with the names of a large number of witnesses, you put the onus on the committee of interrogating each of them at length until we could finally get down to the one who had made an admission that they knew something about the order.

Mr. LITTLEDALE. I do not see it that way, sir, in view, as I understand it, of the man's statement that he knows who wrote the hard-boiled order.

Mr. BANKHEAD. Now there is one other question I wanted to ask, not in connection with that order, because I think we have gone as far as we can on that in getting information—we can't get the information from the witness about it.

Are you familiar with the operation of the Canadian rehabilitation service?

Mr. LITTLEDALE. No, sir.

Mr. BANKHEAD. You know nothing about it?

Mr. LITTLEDALE. No, sir.

Mr. BANKHEAD. You are not prepared to state any comparative figures as to the Canadian rehabilitation board with ours, as to the number of men eligible for training that were trained as compared to ours?

Mr. LITTLEDALE. No, sir.

Mr. BANKHEAD. Or anything of that sort?

Mr. LITTLEDALE. No, sir.

Mr. BRAND. Mr. Chairman, can I ask him a question about the man who had 100 per cent defect in his heart? (Laughter).

The CHAIRMAN. Are you through, Mr. Bankhead?

Mr. BANKHEAD. Yes.

Mr. BRAND. I want to ask who that man was on the ship that had 100 per cent trouble with his heart. What was his name?

Mr. LITTLEDALE. I do not wish to give that man's name, sir.

Mr. BRAND. You do not wish to give it?

Mr. LITTLEDALE. No, sir.

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Mr. BRAND. Who is the man at Washington to whom you referred whose name you did not give?

Mr. LITTLEDALE. I do not wish to give that name either.

Mr. KING. I rise, Mr. Chairman, for the purpose of making a motion.

Mr. BLANTON. Mr. Chairman, I want to ask the gentleman some questions when they get down to me in the line of seniority on the committee.

Mr. KING. I desire to make a motion, Mr. Chairman.

The CHAIRMAN. What is the motion, Mr. King?

Mr. KING. The motion is this, that the chairman be instructed to apply to the House of Representatives for authority to issue subpoenas and summon witnesses and have them sworn before the committee. We can not go on with this thing this way. This is a farce.

Mr. BLANTON. That is a matter of executive business.

Mr. KING. I make that motion anyway.

Mr. DONOVAN. I second the motion.

Mr. BLANTON. That is a matter of executive business and should come up later. The motion should be put in executive session.

The CHAIRMAN. The Chair will have to rule that we would want an executive session to make any decision of that sort, and then make the announcement to the newspapers. Mr. Blanton is recognized.

Mr. BLANTON. Mr. Littledale, you have published certain articles in the paper. You were called upon by this committee to give us a basis for those articles. In your statement to-night, as I understand it, you make 26 specific charges against the board, and after each one of these 26 charges you offer the committee its avenue for proof, where the charge is based upon evidence given by member of the board on hearings, say, on the deficiency bill occurring in January of this year, you refer to the testimony of the witness, giving his name and the page of the record, and I take it you expect the committee to make its further investigations to see whether or not that backs up your statement with the proper proof; where your charge is based upon information given you by a witness, I take it that you consider you have performed your duty when you have given the names and addresses of those witnesses and what they will testify. Is that the fact?

Mr. LITTLEDALE. So far as my knowledge goes; yes, sir.

Mr. BLANTON. And within your power, and while the information comes to you in the nature of second-hand from witnesses, you offer us the names and addresses of persons from whom we could get it first hand if we so desire?

Mr. LITTLEDALE. I do, yes, sir; offer many names.

Mr. BLANTON. Now, many of these witnesses, I understand, whom you have named, are soldiers, disabled soldiers?

Mr. LITTLEDALE. I presume, yes, sir.

Mr. BLANTON. Unable to come here on their own finances, as some might be willing to do?

Mr. LITTLEDALE. Yes, sir.

Mr. BLANTON. And while they might be willing to come here, yet they would be unable to do so financially unless Congress authorized their coming here and pays their expenses?

Mr. LITTLEDALE. I think that is true, sir.

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Mr. BLANTON. Now, have you any personal feeling in this matter at all against any member of the board?

Mr. LITTLEDALE. No, sir.

Mr. BLANTON. Have you been thrown into personal contact with any of these officials in New York, such as would give you a feeling of animosity toward any of them?

Mr. LITTLEDALE. No, sir.

Mr. BLANTON. You have not?

Mr. LITTLEDALE. I have no animosity, no, sir.

Mr. BLANTON. You have none?

Mr. LITTLEDALE. No, sir.

Mr. BLANTON. Then, whatever you have done, you have done merely as a newspaper reporter in purveying news to the general public?

Mr. KING. Objected to as leading.

Mr. BLANTON. Well, I have a right to lead, I presume, if the gentleman from Illinois doesn't raise an objection.

Mr. BRAND. Are you defending the witness or asking him questions?

Mr. BLANTON. I assert my right to ask leading questions, if I want to do so.

The CHAIRMAN. The gentleman will proceed.

Mr. BLANTON. Mr. Littledale, have any of these derelictions come under your personal observation in New York or New Jersey?

Mr. LITTLEDALE. I have seen the men, sir, and heard their stories.

Mr. BLANTON. I mean the derelictions of duty, for instance, where a member of the board or an employee of the board would be seated in an office expected to render service to a soldier, and the soldier would come in and demand recognition, and he would be told to wait, and so on. Has any of that come under your personal observation?

Mr. LITTLEDALE. No, sir.

Mr. BLANTON. It is only from information given you?

Mr. LITTLEDALE. Yes sir.

Mr. BLANTON. Now, the case mentioned by the gentleman from Florida a moment ago, where you said that the hard-boiled order was given you by a man, the information in your article was first given you by a lady; there are two separate and distinct cases, I understand. You first heard the matter from the lady, and latter received a copy of the order from a man? Is that the case?

Mr. LITTLEDALE. I do not wish to answer the question.

Mr. BLANTON. I will not insist on your answering it.

Mr. DONOVAN. You had better confer with counsel, I think.

Mr. BLANTON. Mr. Chairman, in this connection I want to state that as a member of this committee I believe this gentleman has met the onus that was placed upon him by this committee.

Mr. BRAND. If he is through examining him I want to ask a question.

Mr. BLANTON. I want to make this statement in connection with the case, that he has now put us on notice where we can get testimony that bears upon the proper functioning of this board, its efficiency and qualifications, and so far as the hard-boiled order is concerned, as detailed in the paper, its formulation at least was admitted by the board, and I think this committee should confine its investigations whatever it makes to the 26 specifications now made in writing and the questions to——

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Mr. BRAND. (interposing). I make a point of order, Mr. Chairman. He is not examining any witness or investigating the case but making an argument.

Mr. BLANTON. I am getting down to it, Mr. Chairman.

Mr. DONOVAN. And further that the junior member is not complying with the rulings of the Chair.

The CHAIRMAN. The argument will be deferred until we get into executive session

Mr. BLANTON. I would like a ruling from the Chair as to whether or not in our investigations we are confined to the 26 specifications here brought before us, or whether we can go out and search up every statement and article that this newspaper reporter might have had permission to publish in his paper heretofore.

Mr. BRAND. You know he has picked up all he can get.

The CHAIRMAN. There are 26 charges there before us now made by Mr. Littledale.

Mr. BLANTON. We are confined to those 26 specifications?

The CHAIRMAN. We are thus far.

Mr. BLANTON. I submit then that most of the questioning has been out of order up to this time, because——

Mr. DONOVAN. (interposing). You mean up to this time until you took the witness? That we concede.

Mr. BLANTON. I say that most of it has been outside of these specifications.

The CHAIRMAN. The gentleman will proceed if he wants to examine the witness.

Mr. ROBSION. I would like to ask a few questions, Mr. Chairman.

I would like to know, Mr. Littledale, what brought about this investigation in the first place on the part of yourself and the newspapers.

Mr. LITTLEDALE. On the part of myself, sir, answering that question, I joined the staff of the Evening Post, was called in by the managing editor and was told that for several weeks prior to that date they had been making an investigation of the Federal Board for Vocational Education, in particular the division of rehabilitation of that board. They had much written information. They placed this in my hands; they asked me to continue the investigation, and I did so.

Mr. ROBSION. Well, did you do that impartially, undertaking to do justice to the board and to the soldiers?

Mr. LITTLEDALE. Yes, sir. Of course I knew nobody on the board.

Mr. ROBSION. Now has your newspaper or yourself sought to have this committee investigate the Federal Board?

Mr. LITTLEDALE. No, sir; I think not. I have not.

Mr. ROBSION. Did you do anything to have the chairman of this committee invite you here to make this disclosure?

Mr. LITTLEDALE. No, sir.

Mr. ROBSION. But you are here at the invitation of the chairman of the board and for no other reason?

Mr. LITTLEDALE. A telegram was received by me from the managing editor of the Post in which he quoted a telegram from the chairman of this committee, asking him to send me here.

Mr. ROBSION. Now I agree with the distinguished chairman of this committee that the hard-boiled order is really, to my mind, one of the small parts of this matter.

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Mr. BLANTON. That was admitted to be in existence.

Mr. ROBSION. I would like to——

Mr. BLANTON (interposing). But blue penciled.

Mr. ROBSION. I would like to know how many men—I don't know whether I got it exactly—how many soldiers have offered themselves for training.

Mr. LITTLEDALE. How many cases were registered with the board?

Mr. ROBSION. Yes.

Mr. LITTLEDALE. The written statement of the board to me is 209,000.

Mr. ROBSION. Now how many have been examined and passed by the board?

Mr. LITTLEDALE. Mr. McIntosh said that for section 2 training 55,000 men had been approved.

Mr. ROBSION. Now of that 55,000; how many have been given the opportunity for training?

Mr. LITTLEDALE. Mr. McIntosh said that 27,000 were in training.

Mr. ROBSION. Now do you undertake to know, or do you know or undertake to explain, why the other 28,000 that have been passed have not received the training?

Mr. LITTLEDALE. I do not, sir.

Mr. ROBSION. Well, do you know why the other 150,000 or 160,000 were turned down and have not been passed for training?

Mr. LITTLEDALE. I do not know, sir.

Mr. ROBSION. Do you know how many of these soldiers that have passed the training, that have received the training, have been turned out as being rehabilitated for civil life?

Mr. LITTLEDALE. The written statement of the board to me as of January 17, 1920, was that 217 men had been retrained and put into employment.

Mr. ROBSION. How many of these men do you say have abandoned the idea of taking training because of delay in action upon their cases?

Mr. LITTLEDALE. Quoting from the statement of the chief of rehabilitation, we say that 10 per cent have abandoned training—10 per cent in training have abandoned it; 20 per cent who have been approved have not taken training.

Mr. ROBSION. How do you account for that 20 per cent, why they have not taken the training?

Mr. LITTLEDALE. From the cases that have come to my observation I should say that the reason was that the man was delayed so long, and having no funds he went out and got a job; then when the offer finally came, perhaps ten months afterwards, he did not place any credence or value on it, and decided that his job was the better thing.

Mr. ROBSION. Have you learned in your investigation what causes this delay of eight to ten months?

Mr. LITTLEDALE. I can only draw a conclusion, sir, and that conclusion is the machinery. I take it from the facts as they come to me that there is no power in the district office—take a man who is living in New York and who goes to the New York office of the board and applies for training; after getting a great many documents that man's statement, his application, until recently, went to Washington where it passed, as I understand it, in review before other men who

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did not see that disabled soldier; they looked upon the papers in his case; they examined them; they found some missing perhaps, and so the case, the folder, the documents of this man, came back to the New York office. There again the man was sent for; it might not have been convenient for him to come that day or that week or for two weeks, until he at length came back. He was perhaps asked to get one or two more statements, his discharge paper, war risk compensation, or some such thing, and so some days and weeks may have elapsed on that. Then he came back, and again I understand those papers had to be sent back to Washington, and that might have kept on for a great length of time.

Mr. ROBSION. Do you claim that is because of any defect or imperfection in the law, or do you charge it to the administration of the law?

Mr. LITTLEDALE. It seems to me it is a matter of the machinery that was set up to operate that law.

Mr. ROBSION. The administration of the law?

Mr. LITTLEDALE. I should say so.

Mr. ROBSION You think the law is all right?

Mr. LITTLEDALE. I should say so; yes, sir.

Mr. ROBSION. There was no trouble on the part of Congress in making provision for these soldiers, was there?

Mr. LITTLEDALE. I should think Congress had amply provided for this work.

The CHAIRMAN. Mr. Robsion, may I ask a question?

Mr. ROBSION. Certainly.

The CHAIRMAN. One of the charges, Mr. Littledale, is that the the board is not responsible to anyone except Congress.

Mr. LITTLEDALE. Yes, sir.

The CHAIRMAN. You will recall that the board is made up partly, ex officio, by members of the cabinet and partly by direct appointees by the President, and that the board makes its report annually to the Congress. The constitution of the board under the law could very easily be changed by the Executive without any authority from Congress. Are you aware of that?

Mr. LITTLEDALE. I was not so aware, sir.

The CHAIRMAN. Well, that is true.

Secondly, the Interstate Commerce Commision is also a similar organization or government agency created by authority of Congress, appointed by the President, but makes its report to Congress. Do you find any fault with the operations of that governmental agency, whose responsibility is to Congress?

Mr. LITTLEDALE. I know nothing of its operation, sir.

The CHAIRMAN. I think it goes without saying that there is no objection to its functioning. Many of our Government agencies are created precisely as the Federal board is, and I am wondering what was your basis for judging of the ineffectiveness of the board because it was not responsible to anybody but the Congress.

Mr. LITTLEDALE. The structure was pointed out to me, sir, and criticised to me as being unfortunate, by a New York lawyer who is a member of the legislative committee of the American Legion.

The CHAIRMAN. There is another question that I had in mind. You understand that we want to get at the basis of these charges, so as to know whether they are sufficiently authenticated that we shall go on with the investigation and make it complete.

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One of the charges was that so many months after treatment in the hospital these boys were neglected. Are you aware whether the vocational training is admitted while the boys are in the hospital?

Mr. LITTLEDALE. I understand there is a form of section-six training, sir, in the hospital, for the men in the hospital. I know nothing of it except it is so written in the statement from the board, and there is an infinitesimal number of men taking it.

The CHAIRMAN. The law makes specific provision that these training teachers can go into the hospital, provided the hospital authorities will admit them. If the hospital authorities do not admit them, which is their option, then the board would be closed out entirely. In just the same way the hospital can follow the boy when he leaves the hospital and go into the training schools, provided the board will admit the persons who want to go from the hospital. So that matter under the law must be entirely optional with the hospital authorities, whether the trainers are admitted or not.

Now, has anyone anything else?

Mr. BANKHEAD. In that connection, the witness has made reference a while ago to a number of men who became so annoyed about the delay in receiving training that they gave up the idea of it and went and secured employment—took positions. You are, of course, aware that a man who can secure a gainful employment of any kind, a soldier, even though disabled, is not entitled, as a matter of law, to the benefits of this training, are you not?

Mr. LITTLEDALE. Going upon the written monographs of this board, the board states that it will place a man in a better position than he had before he joined the Army. It so states specifically.

Mr. BANKHEAD. I was speaking of the law itself. That is a rather liberal interpretation of the law on the part of the board.

Mr. BRAND. Mr. Chairman, may I ask a question?

The CHAIRMAN. Judge Brand wants to ask a question.

Mr. BLANTON. Will the gentleman from Alabama yield?

Mr. BANKHEAD. Yes.

Mr. BLANTON. The gentleman from Alabama yielded to me.

Mr. BRAND. I will give way in a minute to you.

Mr. Witness, have you refused to answer these questions under the advice of counsel?

Mr. LITTLEDALE. No, sir.

Mr. BRAND. Have you refused to answer the questions under the advice of the New York Evening Post?

Mr. LITTLEDALE. No, sir.

Mr. BRAND. Then it is on your own responsibility?

Mr. LITTLEDALE. Judging the ethics of the profession, as I see it.

Mr. BRAND. Upon your own responsibility, you decline to answer?

Mr. LITTLEDALE. Yes, sir.

Mr. BLANTON. I want to call the attention of the gentleman from Alabama to the fact that a man might take employment that would pay $20 a month, a man physically disabled, and yet if he were rehabilitated he might be able to command a salary of $250 a month. That was the real meaning of rehabilitation, and that is what I supposed the gentleman meant, that a man might take employment that would pay him just a small salary, just because it was a matter of necessity to obtain a livelihood, and yet be willing to remain in it

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because he did not have confidence in the training. Is that what you meant?

Mr. LITTLEDALE. There is a possibility of that, sir.

Mr. BANKHEAD. But the law does not, as a matter of fact, because a man is injured or badly injured, entitle him a matter of right to this vocational training.

Mr. BLANTON. Oh, yes.

Mr. BANKHEAD. No.

Mr. BLANTON. Yes; he must be handicapped.

Mr. BRAND. How old did you say you were when you came from India over here?

Mr. LITTLEDALE. I came from England over here.

Mr. BRAND. How old were you when you left India?

Mr. LITTLEDALE. About 2 or 3 years old.

Mr. BRAND. And you went to England?

Mr. LITTLEDALE. Yes, sir.

Mr. BRAND. Then how old were you when you left England?

Mr. LITTLEDALE. About 20.

The CHAIRMAN. Mr. Platt is recognized.

Mr. PLATT. I want to ask the witness as a newspaper man whether in interviewing these men he did not find that there were a number of men at least seeking training, or perhaps in training, who were not entitled to rehabilitation?

Mr. LITTLEDALE. The most astonishing thing about the investigation to me was that I found only one man that I thought was not entitled to training—one man who was getting training who was not entitled to it.

Mr. PLATT. In what way were they crippled mostly? What sort of injury did they have?

Mr. LITTLEDALE. Some of the men crippled seemed to have—this man particularly seemed to have tuberculosis.

Mr. PLATT. Which was impossible to rehabilitate?

Mr. LITTLEDALE. Yes, sir.

Mr. PLATT. Of course a good many men of that kind want training that they should not be given—want training for occupations that they ought not to go into.

Another question I want to ask you is this: You have stated that you thought the law was all right. I do not quite agree with you on that, but I want to know whether you found any evidence or any testimony in any way from anybody that the training of soldiers ought to be vested in the Surgeon General's Office, or given to some other agency?

Mr. LITTLEDALE. No, sir; but in discussing it in general with men who were interested, all of us more or less came to the conclusion that in view of the fact that the War Risk and the Public Health Service were so intertwined in this work, that the three of them should all be coordinated with the work of the Federal board—the Federal board, the War Risk, and the Public Health Service should be coordinated.

Mr. PLATT. And not the Surgeon General's Office of the Army?

Mr. LITTLEDALE. No, sir; the general impression was that it should not be a matter that would come under the Army.

Mr. PLATT. Did you find any evidence of men seeking training simply for the purpose of getting $80 a month?

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Mr. LITTLEDALE. I found no evidence of that. I assumed that that was so to some extent.

Mr. KING. Will the gentleman from New York yield?

Mr. PLATT. Yes.

Mr. KING. The witness does not mean to say that if the Bureau of War Risk Insurance was put into this thing it would facilitate the matter in any way, does he?

Mr. LITTLEDALE. The man has to send his discharge papers to so many various sources, and various documents, that, were these three coordinated, I think a great deal of delay would be eliminated.

Mr. KING. Have you ever had any experience with the Bureau of War Risk Insurance?

Mr. LITTLEDALE. My experience has been rather limited.

Mr. ROBSION. Mr. Chairman, I make a point of order. If we are going to investigate War Risk we will be here a whole year.

Mr. Littledale, your investigation covered the New York section or division—was confined to New York pretty well?

Mr. LITTLEDALE. Not altogether, sir.

Mr. ROBSION. Well, largely.

Mr. LITTLEDALE. In the main; yes, sir.

Mr. ROBSION. Do you think that these troubles that you speak of would go to the head of the board, of the department, or might they be confined to these districts?

Mr. LITTLEDALE. I think they are confined to most districts, sir. Men who had been in various districts—one man who had been in the San Francisco office said that was very efficiently conducted and the organization there was really excellent. That man told me—I haven't his name, but he promised to make me a statement in writing—he told me he had failed to get training in the New York office and had succeeded in getting it in the San Francisco office.

Mr. ROBSION. What I am trying to get at is, do you think that this trouble goes to the management from the head of the department, or is it due to the subdivisions?

Mr. LITTLEDALE. I think that it comes all the way down, sir; not entirely in one place or another.

Mr. ROBSION. Have you in your investigation determined the percentage of overhead charges in conducting this board as compared to the amount of money that the soldier gets in the training? If so, what is that?

Mr. LITTLEDALE. I had a statement of expenses for the month of December. Roughly speaking, as I remember it, the board paid out in salaries in that month an average of $111 per employee; that it paid out in tuition alone, nothing else, tuition alone for the soldiers, an average per soldier of $6 during the month.

Mr. ROBSION. You mean $111 overhead charges for every $6 of tuition paid out?

Mr. DALLINGER. Would you yield just there, or would you be willing to ask him what the amount per capita was paid to the soldier for support?

Mr. ROBISON. Yes, just answer that question.

Mr. LITTLEDALE. The average in the statement of the board, as I understand it, is that that comes to $100 a month. The single man without dependents gets $50 a month.

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Mr. DONOVAN. Mr. Robsion, if you have finished, I just want to ask a question.

Mr. Littledale, I understand that the bulk of your information has been obtained from conclusions that you have arrived at after an examination of the written reports and data that you have seen issued by the board and from conversations had with other people during your investigation. In other words, your information or charges are based on your deductions from the written reports—the written statements of the board, plus the conversations with different individuals during the course of your investigation. It is from knowledge and belief that you make the charges?

Mr. LITTLEDALE. Entirely so, sir.

Mr. DONOVAN. That is what I understood.

The CHAIRMAN. Before we adjourn I would like to know whether there are any others who have come here to-night expecting to testify on behalf of these or other charges that are going to be filed.

Mr. SEARS. Mr. Chairman, I would like to ask one question.

In your signed article, or this article, Mr. Littledale, you say under the heading "The facts in the case," "How can the situation in which the nation finds the vocational board exist? There to some extent the blame rests with Congress, for in creating the board Congress made it responsible to no executive department of the Government." Are you aware of the fact that this committee, wanting to do everything it could for the disabled soldier, spent days in a joint hearing on this matter, and upon our request the Canadian Government, having had months of experience in rehabilitation work, many brave Canadian boys having been wounded, sent their best man down here, and he appeared before the committee and we drafted a great many of his suggestions into the law. Do you know that that is a fact?

Mr. LITTLEDALE. I knew there was coordination.

Mr. SEARS. And that we worked with them trying to do the best we could and that our law that you are now criticizing and for which you criticize Congress was based upon—not entirely upon that law, but largely upon that law and such other countries as had engaged in rehabilitation work?

Mr. LITTLEDALE. I do not know about such other countries, sir.

Mr. SEARS. Well, do you think it is fair, then, to criticize the Members of Congress and say that the blame rests with Congress?

Mr. LITTLEDALE. That is the feeling among the men who come back.

Mr. BLANTON. I submit, Mr. Chairman, that if this board, which is a creature of Congress, does not properly function, the blame does rest on Congress, and we ought to assume the blame and assume the responsibility. I heard the gentleman from Canada testify before our committee and others, but that does not have any effect on whether or not this board is properly functioning. The question now that is before this committee——

Mr. SEARS (interposing). Mr. Chairman, for the benefit of the gentleman from Texas, who is all wise, I will state that he is criticizing the law and not the board that is functioning under the law.

Mr. PLATT. The witness did not criticize the law.

Mr. BANKHEAD. Mr. Chairman, I move that we go into executive session.

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Mr. KING. Will you withhold that motion just a moment?

Mr. BANKHEAD. Yes.

Mr. KING. Mr. Littledale, one statement that you made about salaries—you said that for every $6 of tuition, as I understood you, there was $11 of overhead?

Mr. LITTLEDALE. $111 of salaries paid to employees in that particular month.

Mr. KING. Now, do you take into consideration any other expense that the board was to besides tuition, such as travel, books, and maintenance?

Mr. LITTLEDALE. I made it specific that it was tuition alone, sir.

Mr. DALLINGER. You are aware that to a very large extent the board gets tuition given to it for nothing by certain institutions?

Mr. LITTLEDALE. I did not know that.

Mr. DALLINGER. Did you think that the board paid the full amount of tuition to all the colleges and universities where the men are being trained?

Mr. LITTLEDALE. I would not say the full amount to all of them; no, sir.

The CHAIRMAN. I would like to have the names and addresses of any persons who had expected to appear before the committee and who would like to appear later. It is very evident that we can not get through to-night. And, Mr. Littledale, if there are any other names than what you have submitted let me have them with their addresses.

Mr. KING. I want it to go into the record that I would like to reserve the right to examine the witness on a recall, being at the tail end of the committee and not having an opportunity to examine him.

Mr. BRAND. Mr. Chairman, I would like to suggest, too, if he has got any names of any witnesses, he ought to submit them here now while the defendants are here, so that they will know—they are entitled to know who the witnesses are who are going to testify against them.

The CHAIRMAN. Well, if you have any further witnesses I would like to have the names and the addresses. If they could be given right away I would be glad to have them.

Mr. LITTLEDALE. I can give no further witnesses at this moment that I wish to call.

The CHAIRMAN. Then the committee will go into executive session.

(Whereupon, at 10.35 o,clock p. m., the committee went into executive session.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Monday, March 29, 1920.

The committee this day met, Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The chairman of the committee would like to make a statement to the committee and also to the witnesses that appear in the investigation of the Federal Board. There is one supreme motive in the ordering of this investigation that ought to be well defined and clearly understood by all parties who appear, not only the witnesses, but also the members of the committee with whom we have consulted fully on the matter. There is only one thing that the committee desires to do and it is extremely anxious to have that much accomplished, namely, we want all the facts concerning the work of the board which has been the basis of some charges made and which were heard by the committee in its recent meeting. We as a committee do not want mere statements. We must avoid any abuse; nothing on the order of sensation except what might be the result of actual facts. There is to be no favor nor fear in the testimony to be given; no favors either on the part of the witnesses that are appearing before the committee or members of the board which will also be witnesses. We want the facts. The committee is going to go into the whole matter with a desire singly to get all the truth and for that reason the committee has authorized the proceedings to be orderly, to follow the rules of the House. The witnesses will be sworn and the procedure is to be in the most perfect decorum that is possible for us to obtain. The charges have been made seriatim and the committee will proceed with the examination of the witnesses as submitted to us by those who make the charges. However, the chairman of the committee has learned with some grief that one of the witnesses that was not to appear at once has had a great grief in his home, the death of a child. This witness will be given an early opportunity to testify so that he may return just as soon as it is possible to do so. Is that witness present?

Mr. KALISH. I am he.

The CHAIRMAN. Will you please take the witness stand and be sworn, Mr. Kalish?

(The witness, Mr. Kalish, was duly sworn by the chairman.)

Mr. SEARS. Mr. Chairman, what charges are these; No. 3?

Mr. BLANTON. A point of order, Mr. Chairman. If we are going to administer the oath at all, I submit it should be a legal oath, and an oath that is understood to be binding throughout the United States, and should conclude with the admonition "So help you God." That is the oath that is usually administered, and if we are going to administer the oath at all, it ought to be a binding oath.

The CHAIRMAN. That will be followed, Mr. Blanton.

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Mr. BLANTON. That was not followed in the swearing of this witness.

The CHAIRMAN. Does the gentleman object?

Mr. BLANTON. I submit, Mr. Chairman, I think it should be the form that is the legal oath in this country.

The CHAIRMAN. Have you any objections to being sworn in that way?

Mr. KALISH. None, whatever.

(Thereupon the witness, Mr. Edward M. Kalish, was duly sworn pro forma by the chairman, and being examined, testified as follows:)

STATEMENT OF EDWARD M. KALISH, NEW YORK CITY.

The CHAIRMAN. Give your full name and present residence.

Mr. KALISH. My full name is Edward M. Kalish; I live at 811 Columbus Avenue, New York City.

The CHAIRMAN. You may state also what your experience has been in reference to vocational training. First, you may state your service.

Mr. KALISH. My service has been: May 8, 1917, with the National Guard, Seventy-first Regiment, New York. On August 3, or about that date, I was transferred to the old Sixty-ninth Regiment, composed of the One hundred and sixty-fifth Infantry, the Rainbow Division, United States Army at Camp Mills. On October 29 we left for France. Our first engagement was on March 17, 1918. I was in Company G Second Battalion. The Third Battalion was at the front at the time going over the top and had been attacked by gas, with a loss of 600 men. I was awakened by a telephone call to the Medical Department of our regiment for aid. I, knowing little about gas had volunteered and asked for permission to go down to the front. I had been working down there for eight or nine hours when I was overcome by it and I was hit in the leg as well. I was brought back to the line—to the hospital. My case was shrapnel wounds in the leg, splinted for 24 days, and internal burns and injuries. I was removed to the base hospital No. 32 at Camp Cantrazille, and later on sent to the S. O. S. district to do light duty such as possibly could be done in the condition that I was in. The gas came back again in August on me, I was sent to the hospital at La Rochelle, right off the coast. I contracted rheumatism at the hospital on account of the condition I was in, having been put in a tent.

Mr. BLANTON. Mr. Chairman, a point of order, please. I submit that the inquiry here is concerning the functioning of our board in this case. Beyond the fact that the witness could state that he was injured and the nature and extent of his injuries, I think that the history of his various engagements in France and various other matters are so remote that they are irrelevant and it would probably take us a month or two if we were to go into all of these details with every witness. I make a point of order that the witness should confine himself to the inquiry.

Mr. KALISH. I am confining myself to what I have been asked to state.

Mr. SEARS. By whom?

Mr. KALISH. By the chairman of the committee.

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The CHAIRMAN. The witness may state the injury he suffered in order that we may get at the need of his vocational training. Thus far the gentleman has proceeded all right.

Mr. KALISH. This injury that I have just stated at the hospital is the injury which refers to the Vocational Board. I came back to this country on January 3, on crutches from that rheumatism, in fact.

The CHAIRMAN. When did you arrive here?

Mr. KALISH. January 3, at Newport News. January 30, I reached the base general hospital No. 9, at Lakewood, N. J., nearest my home. From there I have been discharged. After discharge I have been asked in regard to vocational training.

The CHAIRMAN. By whom were you asked?

Mr. KALISH. By a representative of the Federal board who had been at the time at the General Hospital No. 9. I had filled out papers at the hospital. On March 17, 1919, I had a leave of absence to go to New York. I went up to the Federal board at 469 Fifth Avenue, and there stated my case. They asked me if I had made out any papers at the hospital, which I told them I did. Therefore, they told me it would take a few weeks, and they would send them down there and I did not have to make out any more papers in the case. I was not discharged at that time. But they were willing to start in working on my case at once. April 19 I was discharged. So I went up to the board in regard to my vocational training. It was pending up until the first week in January. I could not state exactly the date, but they have agreed to give me training, recommended me to an institution which is named the Helfley Institute, in Brooklyn. They have given me such slips as the Vocational Board has as an introduction.

The CHAIRMAN. How soon after your discharge, April 19, did you go to the board?

Mr. KALISH. I had been there on the same day.

The CHAIRMAN. On the same day?

Mr. KALISH. On the same day. My papers had been made out fully before I had been discharged at the hospital, which I stated was about a month before I was discharged; my papers had all been made out by a representative of the board at the hospital who was there for that purpose.

The CHAIRMAN. You say they were pending until July?

Mr. KALISH. They were pending until July. I have had a few examinations, etc., and they claimed everything was O. K., and they gave me that introduction to go up there and see the superintendent, which I did the next day. There was a double sheet, one of which was the superintendent's copy and one went back to the Vocational Board to show that I had been there. When I arrived there I had spoken to the superintendent and he had explained to me everything and told me just how long it would take and come in within three or four days, or as soon as I heard from the board. The next day I went back to the board and explained I was there and why they received no answer, and they said yes, everything was O. K., but not to come back until three or four days because they said they would call me as soon as the papers are there, as they would have to go all the way to New York from Washington. Well, they are still on their way up to the present date.

The CHAIRMAN. Have you had any training?

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Mr. KALISH. I have received no training. I have received notices to appear before a doctor again, which I did in October and December. In December when I went there some doctor, whose name I could not get, has examined me and his statement was that I was much better at the present time—this was December; he does not see why I should get vocational training with pay, as they promised, No. 1 and No. 2. So I explained to him that I did not see why they should wait 10 or 12 months to tell a person to wait that long, to wait until he could get better, and then tell him he is not entitled to vocational training, which they promised me I would get in July

The CHAIRMAN. Do I understand in your appearance before the board that you are now decreed not subject to training?

Mr. KALISH. Sir?

The CHAIRMAN. Is it the board's decision, according to your understanding, that you are not a subject that demands training and will therefore be omitted from the list?

Mr. KALISH. No; I would not say that it is from the board. I am just trying to find out where it is from. I do not know where, what, or when, or who it is that is doing this, but I want to know where I stand at the present time. Why a doctor should give me such a statement as that there are a lot of other men worse off than you, and have done more than you have, and are not getting half as much as you, want compensation, I did not come up here for anything like that. I went up to the board because they called for me.

Mr. BLANTON. A point of order.

The CHAIRMAN. State it.

Mr. BLANTON. If the doctor's report is in writing then, as to what that report contains, the written report will be the best evidence of what it contains if the gentleman has a copy of it. If what he has attempted to detail from the doctor is a matter of verbal statement to him by the doctor then, of course, his evidence is in order, but I think we ought to be shown whether or not that is in writing or verbal.

The CHAIRMAN. That is true, according to the rules of evidence. It is a question whether the members of the committee want to be as exacting as to refuse the witness's testimony in case he does not present a writing that is in existence. Regarding his statement of the letter from the doctor, have you a letter from the doctor?

Mr. KALISH. In regard to what?

The CHAIRMAN. In regard to his statement as to your condition as you just testified a moment ago.

Mr. KALISH. The Vocational Board does not give anything in writing. They simply keep a record of it themselves. They will not give anybody a statement; it does not furnish the names. Supposing I came over here and asked for the name of the doctor that had looked after my case in order to present his name at this meeting——

Mr. BLANTON. I withdraw the point of order.

Mr. KALISH. They will say they do not know.

The CHAIRMAN. What kind of training, Mr. Kalish, are you seeking now?

Mr. KALISH. At the present time I have been seeking a little English and business, such as commercial business, which would take me 10 months, as the superintendent of the institution told me, and which the board has promised me. I would sit around and it was in the time of Mr. Griffin, who was there at that time.

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The CHAIRMAN. What were your educational facilities before you went into the service? Did you have a good schooling?

Mr. KALISH. I went to the public schools.

The CHAIRMAN. English public schools?

Mr. KALISH. Yes. I went to public school No. 83, New York City.

The CHAIRMAN. What additional training in English were you seeking?

Mr. KALISH. Such as business arithmetic. I have been attempting to do a little at the hospital; they had such a thing out there; and the doctors would give me an hour's time every day; providing that I would take their vocational training they are willing to give me an hour every time, while still convalescing, so that when I do go to school I will be able to pick up much faster.

The CHAIRMAN. What had been your work before you went into the service?

Mr. KALISH. Salesman.

The CHAIRMAN. Your plan was to take up a different kind of work to fit yourself?

Mr. KALISH. To fit myself for salesmanship again.

The CHAIRMAN. Up to date you have had no training?

Mr. KALISH. I have had no training whatsoever.

Mr. TOWNER. What was your position, Mr. Kalish, before you went into the service?

Mr. KALISH. I was with my brother, Harry Kalish, 31 West Thirty-eighth Street, millinery business. I was doing selling and a little inside work for him, mainly inside work, and which I can not do at the present time any more, on account of my condition.

Mr. TOWNER. Did you go before the War Risk Insurance Board and show your disability rating? What was your disability rating?

Mr. KALISH. When I went up to the disability board at the General Hospital No. 9, they asked me, "Would you like to get into training?" and I explained the same thing to him what I am explaining to you, commercial business, and I explained why and how, and they explained to me that that would be very nice, and they would gladly help me out in it. My disability was about 30 to 40 per cent.

Mr. TOWNER. Your disability rating was fixed by the War Risk Insurance Bureau at 30 to 40 per cent?

Mr. KALISH. I was receiving $18.45 on the old scale.

Mr. TOWNER. Has that been changed since?

Mr. KALISH. Yes, sir. Near the beginning of this month they just sent me notice, because I was up again before the board after this thing happened. They told me to come up before the War Risk. I did, and they have reduced that.

Mr. TOWNER. How?

Mr. KALISH. They have reduced it on the new scale, which should have been $36.90, which the Sweet bill made. Now, it is going to be, from March 1, $13.50.

Mr. TOWNER. It will be $13.50 under the new rating?

Mr. KALISH. Beginning this month.

Mr. TOWNER. Are you now engaged, or are you now employed?

Mr. KALISH. I have a little which I do for my brother.

Mr. TOWNER. Your brother gives you employment?

Mr. KALISH. Yes.

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Mr. TOWNER. And pays you wages?
Mr. KALISH. Pays my wages.
Mr. TOWNER. What do you receive now?
Mr. KALISH. $20 a week.
Mr. TOWNER. The Vocational Board, through its agents, have refused to give you any training, then, you say?
Mr. KALISH. No; I would not put it they refused it. They said they had no authority at the present time to give me vocational training.
Mr. TOWNER. No what?
Mr. KALISH. No authority.
Mr. TOWNER. That means refusal, does it not?
Mr. KALISH. Put it a refusal or otherwise, some one else tells them that they had no authority to give it.
Mr. TOWNER. Can you give us the name of the first vocational officer who promised to give you vocational training?
Mr. KALISH. I could——
Mr. TOWNER (interposing). Can you locate him and tell us about the time so that we could find out about that?
Mr. KALISH. He has a French name. I have tried to locate him up there in the board lately, but I have not succeeded very well. He has a French name.
Mr. TOWNER. What is his first name or his last name?
Mr. KALISH. I do not remember his last name. I might point him out, or I could inquire when I go back. Otherwise it would show on the record if the committee would look up the records at the vocational board. The people who have written to me have their signatures on the letters.
Mr. TOWNER. You can not remember that name at all?
Mr. KALISH. No, sir.
Mr. TOWNER. Where was it that this promise was made to you?
Mr. KALISH. 469 Fifth Avenue.
Mr. TOWNER. New York City?
Mr. KALISH. In New York City.
Mr. TOWNER. Did he state who he represented or who was his superior officer?
Mr. KALISH. Yes, sir; all his orders came from Mr. Griffin.
Mr. TOWNER. It was during Mr. Griffin's administration, then. Who else can you tell us promised to give you training?
Mr. KALISH. I have had no communication with anybody except this one at all times because he stated that any time I came up to see him as he is taking care of my case.
Mr. TOWNER. And afterwards he refused, first having promised to give you training, he afterwards refused to give you training?
Mr. KALISH. You could put it that way. He simply stated that he had no authority now, but to go and see the doctor again.
Mr. TOWNER. He told you what doctor to go and see, did he?
Mr. KALISH. He told me Room No. 2, to go in there. They have had different doctors there every few weeks.
Mr. TOWNER. Then you went to see the doctor whom he directed you to visit?
Mr. KALISH. He took me right into the room.
Mr. TOWNER. Do you remember his name?
Mr. KALISH. I do not know.
Mr. TOWNER. Did he give you a rating?

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Mr. KALISH. They do not say a word to you up there. They just examine and write it down and they take the records and tell you.

Mr. TOWNER. You do not know anything about what kind of a report this doctor made on your case, then?

Mr. KALISH. No, sir.

Mr. TOWNER. This man, however, who has charge of your case, afterwards reported to you that the doctor's report was unfavorable; that he thought you were all right and did not need any vocational training.

Mr. KALISH. No vocational training in the No. 2.

Mr. TOWNER. That is with pay training. I believe that is it.

The CHAIRMAN. Mr. Sears, do you wish to ask some questions?

Mr. SEARS. I believe you stated, Mr. Kalish, before the war you were connected with your brother in business and you are now connected with your brother in business.

Mr. KALISH. Yes; I am now connected, partially.

Mr. SEARS. What salary did you get before the war was declared?

Mr. KALISH. $25.

Mr. SEARS. $25 a week, and you are now getting what?

Mr. KALISH. $20.

Mr. SEARS. Have you any of these papers that the board in New York gave you?

Mr. KALISH. What papers are you referring to?

Mr. SEARS. Well, you said they wrote you some letters. What became of those letters?

Mr. KALISH. The only letters that the board sent me were the transportation slips as I was in Northport after I was discharged, and all the letter stated, please report to this party with your transportation.

Mr. SEARS. You have never refused training now, as I understand it?

Mr. KALISH. No, sir.

Mr. SEARS. In July, 1919, did you tear up the papers in the face of the man who told you you could have training?

Mr. KALISH. No, sir. It was December.

Mr. SEARS. Who was that man?

Mr. KALISH. Some doctor whose name I do not know.

Mr. SEARS. What paper was it you tore up?

Mr. KALISH. I came up there from Northport and I was very much confused about the way they acted toward me and he told me that my case did not receive any vocational training and that there are men much worse off than I was who are not getting half as much as what I am, and to be satisfied with the compensation that I am receiving. So I explained to him that if he had that little to say there was no necessity for me coming down there and listening to it, because I did not join the Army to have them tell me what, how, or when, but in the first place I did not ask him for any of those things. The Vocational Board had promised me and asked me at the hospital if I cared to take up vocational training, because I am entitled to it.

Mr. SEARS. You mean by the Vocational Board, somebody writing to you?

Mr. KALISH. Somebody writing to me.

Mr. SEARS. Did you ever take the matter up with your Member of Congress?

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Mr. KALISH. No, sir; I did not?

Mr. SEARS. Who represents your district?

Mr. KALISH. I do not remember now who represents it.

Mr. SEARS. You do not know who your Congressman is?

Mr. KALISH. I have been away so long.

Mr. SEARS. Did you ever take the matter up with the board in Washington direct?

Mr. KALISH. In regard to my vocational training, no. They told me that they will look after that.

Mr. SEARS. Was that some doctor in the city of New York?

Mr. KALISH. Some doctor connected with the Vocational Board.

Mr. SEARS. Then you are still asking for training and you have never refused to take the training?

Mr. KALISH. I have never refused, and I have been asking since December. I was willing to let the matter drop, being that he told me that I could not get in training and I told him not to be bothering me any more with letters to come down here to waste my time, to drop the matter entirely.

Mr. SEARS. That was last December?

Mr. KALISH. December.

Mr. VESTAL. You were discharged in April?

Mr. KALISH. April 19, 1919.

Mr. VESTAL. Did you make an application for training yourself?

Mr. KALISH. Before discharge?

Mr. VESTAL. You asked for section 2 training, did you not, training with pay?

Mr. KALISH. There was no such thing as 2 or 1. It was just vocational training. I did not know anyway at the time what I was going to get. They just mentioned to me you would get vocational training and pay while you are training.

Mr. VESTAL. You expected to receive pay while you were receiving training?

Mr. KALISH. Yes, sir.

Mr. VESTAL. Now, when you went to New York, were you advised at that time that while you were entitled to vocational training you would not be entitled to vocational training with pay?

Mr. KALISH. No, sir; I was advised that I would get $115 a month during the 10 months of training. That is just what I was advised.

Mr. VESTAL. That is the very thing we want to get. You do not remember the name of this man who told you you would receive $115 a month?

Mr. KALISH. No, sir; I do not. But it is easily found in the records of the Vocational Board.

Mr. VESTAL. And he told you at that time to come back within four or five days and everything would be all right?

Mr. KALISH. After I had been introduced to the school. I have been introduced to the school. He sent me that recommendation to get acquainted with the superintendent and have the superintendent ask me a few questions in regard to how far I am in training, to give that reply in regard to it.

Mr. VESTAL. Did you go back in four or five days?

Mr. KALISH. I came back the next day, and he said, "Why, the papers have not come down with that from Washington. You need not come down here." I was at Northport, and they sent transportation to me.

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Mr. VESTAL. You did not go back any more?
Mr. KALISH. He told me not to come back.
Mr. VESTAL. You were to wait for them and he would let you know about it?
Mr. KALISH. Right.
Mr. VESTAL. When did you next hear from them?
Mr. KALISH. October.
Mr. VESTAL. Not until October? Had you changed your address in the meantime?
Mr. KALISH. No, sir.
Mr. VESTAL. You were still residing at the same place, and when you received a letter from them in October, did they tell you then that you were not entitled to training with pay?
Mr. KALISH. No. They simply asked me to have another examination.
Mr. VESTAL. Then after this examination they told you you were not entitled to training with pay?
Mr. KALISH. Not with pay, but in the meantime, after talking with the doctor, I was there with the transportation, and they were to give me another examination.
Mr. VESTAL. What did they tell you at that time?
Mr. KALISH. They told me we have not heard as yet.
Mr. VESTAL. That is all.
Mr. BRAND. What business is your brother in?
Mr. KALISH. Millinery line.
Mr. BRAND. And when you say you were salesman, what were you selling? Did you go on the road to sell?
Mr. KALISH. I never went out of the city, but just in the store and about the city.
Mr. BRAND. Were you a clerk in your brother's store?
Mr. KALISH. I was doing the shipping and going out in the city to the department stores. I was not out on the road as yet.
Mr. BRAND. What did you go to the department stores for?
Mr. KALISH. To sell.
Mr. BRAND. Have you your discharge with you?
Mr. KALISH. No, sir; I have not.
Mr. BRAND. Where is it?
Mr. KALISH. At home.
Mr. BRAND. Does your discharge show what was the matter with you when it was given to you? That is the best evidence. What did it say was your trouble?
Mr. KALISH. It said gas, shrapnel wounds, and rheumatism.
Mr. BRAND. You claim that is the statement that is on your discharge?
Mr. KALISH. I would not swear to it, because I could not express just the words. It is very simple to get a copy of it.
Mr. BRAND. Will you furnish us the original?
Mr. KALISH. The original discharge?
Mr. BRAND. Yes.
Mr. KALISH. I am sorry. I had lost that. I have received a duplicate, but it would not be very hard to get a record of my full record during the war.
Mr. BURROUGHS. You contended, as I understand you, that this matter of the vocational training was brought to your attention in

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the first place by some Government official. You did not voluntarily apply for it?

Mr. KALISH. I did not know anything about it while I was in the hospital as yet. It was just at that time coming to attention that there would be the Vocational Board to take care of soldiers, because before that I had been getting a little training at the hospital while I was still convalescing—the same thing, commercial business, downstairs, where they had a certain instructor, a sergeant, who was in that line of instructing, and they explained to me that before being discharged to go up and see this representative, as I am entitled to training upon my discharge.

Mr. BURROUGHS. Who told you that?

Mr. KALISH. A representative of the Red Cross that was stationed at General Hospital No. 9.

Mr. BURROUGHS. In New York?

Mr. KALISH. At Lakewood, N. J.

Mr. BURROUGHS. And while you were there the Red Cross representative first called your attention to this matter of the vocational training and gave you to understand that you were entitled to it if you made application for it; is that right? And, acting upon that suggestion, you did?

Mr. KALISH. No, sir; I did not. I was kind of busy at that time trying to go to New York, and when I came back in the meantime I had a note left in my room at the hospital to please see this party who was the agent. The Vocational Board has an office in the hospital, and I was to see him in regard to the same.

Mr. BURROUGHS. Who signed that note?

Mr. KALISH. I do not know the name, but it is on my papers. He is the party that has made out my vocational papers—the first papers.

Mr. BURROUGHS. He is the man you have referred to here before?

Mr. KALISH. No, sir. He is the representative at the hospital.

Mr. BURROUGHS. Representative of whom?

Mr. KALISH. Of the Vocational Board.

Mr. BURROUGHS. At the hospital?

Mr. KALISH. At the hospital.

Mr. BURROUGHS. He wrote you this note?

Mr. KALISH. To come in and see him.

Mr. BURROUGHS. And acting upon that suggestion you did go to see him?

Mr. KALISH. Yes, sir.

Mr. BURROUGHS. Do you know what date it was when you first went to see him; what date?

Mr. KALISH. I would guess about March 20, or the end of March.

Mr. BURROUGHS. Of last year, a year ago?

Mr. KALISH. 1919.

Mr. BURROUGHS. Now, then, was he the one who told you that you were entitled to this training with pay?

Mr. KALISH. He told me I was entitled to training. I did not know anything about the training with pay at that time. He simply asked me if I wanted vocational training as I am entitled to it and he filled out the papers.

Mr. BURROUGHS. You said you did sign them, did you?

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Mr. KALISH. Positively. I told that to the other board I went to see who examined me at the War Risk Insurance. When they examined me for disability they had asked me that question: Would you like to have training, and what kind of training?

Mr. BURROUGHS. You sat down there with this gentleman whose name you do not now recall and filled out your papers, application papers for the training?

Mr. KALISH. For vocational training.

Mr. BURROUGHS. That was in March a year ago?

Mr. KALISH. In March at the hospital.

Mr. BURROUGHS. While you were still in the service?

Mr. KALISH. While I was still in the service, yes, sir.

Mr. BURROUGHS. Now then, what was the next step?

Mr. KALISH. When I was discharged I sent to the board in New York City.

Mr. BURROUGHS. You heard nothing from them until you were discharged?

Mr. KALISH. No, sir.

Mr. BURROUGHS. Sometime in April?

Mr. KALISH. In April, the same day I was discharged, April 19.

Mr. BURROUGHS. It was after that before you heard anything from this application that you made?

Mr. KALISH. I was not even here at that time?

Mr. BURROUGHS. When did you first hear?

Mr. KALISH. Toward the end of April because I had been at the board inquiring about papers I made out at the hospital that I was supposed to take to the board. The soldier makes out papers while still in the service. He can do that and send them to their main office at 469 Fifth Avenue when the soldier is discharged. They can not have anything to do with the soldier there until he is discharged. Then they have authority to take care of him.

Mr. BURROUGHS. It was some time after you were discharged and along toward the end of April, as you recall now, when you heard from your application. Is that right?

Mr. KALISH. Yes, sir.

Mr. BURROUGHS. What word did you get from them?

Mr. KALISH. To go and see these—and this was a certain party who ever since has been taking care of my case.

Mr. BURROUGHS. That man's name you do not recall either?

Mr. KALISH. No, sir.

Mr. BURROUGHS. Where was he?

Mr. KALISH. 469 Fifth Avenue.

Mr. BURROUGHS. Do you recall whether that man had anything to do with Mr. Griffin or was under Mr. Griffin?

Mr. KALISH. He was under Mr. Griffin.

Mr. BURROUGHS. Is that right? Do you know it?

Mr. KALISH. I am positive of the fact, because all his letters were signed with his name on them and then supervising Mr. Griffin, and what transportation slips I received were signed by Mr. Griffin.

Mr. BURROUGHS. You have none of these papers with you?

Mr. KALISH. No, sir; I have not.

Mr. BURROUGHS. And any communications you have got from them you have none of them with you, but you remember that Griffin's name was on the letters.

Mr. KALISH. Very well, and every transportation slip which I have received—and I got a few—from Northport, Long Island.

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Mr. BURROUGHS. It was in response to that letter that you received in the latter part of April that you went to this place and there you were told that you would have to be examined?

Mr. KALISH. Yes, sir.

Mr. BURROUGHS. And within a day or two you were examined?

Mr. KALISH. The same day.

Mr. BURROUGHS. Do you recall the doctor who examined you, what his name was?

Mr. KALISH. No, sir.

Mr. BURROUGHS. Then you came back a few days afterwards and were then told that as a result of that examination you were not entitled to training with pay?

Mr. KALISH. No, sir.

Mr. BURROUGHS. That is what you were informed, was it?

Mr. KALISH. No, sir.

Mr. BURROUGHS. What were you informed?

Mr. KALISH. I was not informed that until later in December, because in July I got notice to come in at once and my vocational training would start within a few days, as I have stated, and I was given an introduction slip to the institution that I was to get my vocational training at, and they had approved of it.

Mr. BURROUGHS. Then you were examined the second time and after that told—in December—you were finally told that you were not entitled to pay?

Mr. KALISH. The way he explained was the way he examined me, now you do not seem to have very much disability.

Mr. BURROUGHS. Did they tell you how much disability you had the first time they examined you?

Mr. KALISH. Fifteen per cent I believe it was—15 or 25. It was $18.45 a month under the old rating.

Mr. BURROUGHS. As you say, it is $13.50 now.

Mr. KALISH. No; it went up to $36.90 under the Sweet bill, and I have received for two months now $36.90, but I have a notice that after March 1 I will receive—that the $36.90 is reduced to $13.50.

Mr. BLANTON. Are you a married man, Mr. Kalish?

Mr. KALISH. Yes, sir.

Mr. BLANTON. When were you married?

Mr. KALISH. I was married in March.

Mr. BLANTON. In what year?

Mr. KALISH. 1919.

Mr. BLANTON. You married while you were in the hospital?

Mr. KALISH. Yes, sir.

Mr. BLANTON. What date in March—March, 1919?

Mr. KALISH. March 18, 1919.

Mr. BLANTON. While you were in this hospital in March, 1919, a representative of the Board for Vocational Education for Disabled Soldiers brought it to your attention that they wanted to see you and go over your case?

Mr. KALISH. Yes, sir.

Mr. BLANTON. And in pursuance of such notice, two days after you married, on the 18th, you went to this officer—about March 20, 1919, I believe you said—that is, two days after your marriage?

Mr. KALISH. Yes, sir.

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Mr. BLANTON. And he went over your case fully with you and he asked you questions and took down your answers in writing, and so far as you know he made a report of that in writing?

Mr. KALISH. Yes; he did.

Mr. BLANTON. Up to that time have you any complaint to make about the service?

Mr. KALISH. Which service?

Mr. BLANTON. About this board.

Mr. KALISH. I have had no knowledge of it.

Mr. BLANTON. I mean right up to that time, have you any complaint with regard to how that man treated you?

Mr. KALISH. Up to that time?

Mr. BLANTON. Yes; at that time, not coming down since; did he treat you all right?

Mr. KALISH. I had no knowledge in regard to any treatment whatever.

Mr. BLANTON. What I mean is you do not complain that that fellow did not do his duty by you?

Mr. KALISH. Oh, of course not.

Mr. BLANTON. That is what I was getting at. After he sent that report in, in March, on April 19 you went to this board and they went over your case with you. Have you any complaint to make about that meeting?

Mr. KALISH. No, sir.

Mr. BLANTON. You have none at that time?

Mr. KALISH. No, sir.

Mr. BLANTON. Now, when did you begin drawing this $18.45?

Mr. KALISH. It was approved on July 7.

Mr. BLANTON. Now, on July 7 they gave you a slip, as you call it, authorizing you to go to this institution which you mentioned. Is that the case? Answer yes or no.

Mr. KALISH. I would not state that definitely; it is around that time.

Mr. BLANTON. You said that July, 1919, they gave you a slip?

Mr. KALISH. I did not say the 7th; in July.

Mr. BLANTON. In July, 1919, whatever date it was, they did give you a slip?

Mr. KALISH. An introduction.

Mr. BLANTON. Which you say authorized you to enter this institution for training?

Mr. KALISH. I do not say authorized me. I said it would introduce me to speak with the institution's superintendent in regard to my training.

Mr. BLANTON. Did not that authorize you to enter that institution after the superintendent talked with you?

Mr. KALISH. No, sir; it did not. It just authorized me to go in there and speak, talk over with him in regard to my training, and that the final papers, which the man stated would be within a few days, would give me that authority to start in training.

Mr. BLANTON. Yes. Then on July 7, 1919, after they approved your case, you began then to draw $18.45 a month. They would send you a voucher for the $18.45?

Mr. KALISH. Yes.

Mr. BLANTON. Who said that you would draw $18.45?

Mr. KALISH. From the War Risk Insurance.

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Mr. BLANTON. They sent you a voucher for $18.45, and that continued until, as you say, the Sweet bill went into effect, when you could draw $36.90?

Mr. KALISH. Yes, sir.

Mr. BLANTON. You drew $36.90 for two months?

Mr. KALISH. Yes, sir.

Mr. BLANTON. That is the last two months?

Mr. KALISH. Yes, sir.

Mr. BLANTON. And now, so far as your next month is concerned, you say you received notice that you will draw $13.50?

Mr. KALISH. Yes, sir.

Mr. BLANTON. You have not drawn that yet?

Mr. KALISH. No, sir.

Mr. BLANTON. As far as you could know, your next voucher may be for $36.90?

Mr. KALISH. No, sir; I know that it will be for $13.50, as I got an order for it. I got an order stating from Washington that after my last examination, which has been in February, it has been sent in, that I will receive it beginning March 1, 1920, $13.50, so if I should receive $36.90, it will not be legal for me to accept it.

Mr. BLANTON. We will go back to another matter, back to July, 1919, when you got this slip, and went to this institution, Helfley Institute. That is a training institution in New York?

Mr. KALISH. That is a training institution for business, commercial law, and so forth.

Mr. BLANTON. That is not merely for disabled soldiers?

Mr. KALISH. No; not merely for them.

Mr. BLANTON. That has been going on for years?

Mr. KALISH. Yes.

Mr. BLANTON. And it trains able-bodied men as well?

Mr. KALISH. Yes; it does.

Mr. BLANTON. The prime business is to train able-bodied men?

Mr. KALISH. That is their business?

Mr. BLANTON. The Government simply uses that institution?

Mr. KALISH. For the men that they send there for training.

Mr. BLANTON. When they sent you there in July, 1919, you went over your case with the superintendent of the institution?

Mr. KALISH. Yes, sir.

Mr. BLANTON. He told you he would take you in?

Mr. KALISH. It was a lady.

Mr. BLANTON. The lady told you she would take you in?

Mr. KALISH. She asked me a few questions about my education and so forth, and explained that it will be all right for me to start the training within a few days, as soon as the board gives me the papers.

Mr. BLANTON. Did you go back to the board in July?

Mr. KALISH. I went back the next day.

Mr. BLANTON. What did they tell you?

Mr. KALISH. They told me the papers will be in within three or four days, and before I started in training to go home; that as soon as the papers came they would send for me, and I can come right down.

Mr. BLANTON. Did you have them send them to you?

Mr. KALISH. I have not received them up to the present time.

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Mr. BLANTON. They did not send you an authorization to go into that institution after that?

Mr. KALISH. No, sir.

Mr. BLANTON. Did you ever go back and ask them for that authorization?

Mr. KALISH. Yes.

Mr. BLANTON. When did you go?

Mr. KALISH. In October.

Mr. BLANTON. After you were told by the superintendent, this lady who was superintendent of this Helfley Institution, that she would take you in, after you had been sent there by the board in July, 1919, and you were anxious to take this training, you did not go back until October to see that board?

Mr. KALISH. For a certain reason.

Mr. BLANTON. But you did not go back until October?

Mr. KALISH. Not until October.

Mr. BLANTON. Now, your brother Harry, with whom you have been working, you say he paid you $25 a week in 1917 when you entered the Army?

Mr. KALISH. Before I entered the Army.

Mr. BLANTON. How long had you been getting that $25 a week?

Mr. KALISH. For about three years.

Mr. BLANTON. Then in 1916 you got $25 a week?

Mr. KALISH. Yes, sir.

Mr. BLANTON. From your brother Harry. How many employees has your brother Harry in this millinery business?

Mr. KALISH. Twenty to thirty.

Mr. BLANTON. Men and women?

Mr. KALISH. Men and women.

Mr. BLANTON. What was the ordinary scale of wages at that time of a man in his millinery establishment? How much did he pay them?

Mr. KALISH. He paid them piece work, the girls.

Mr. BLANTON. The ones that he paid by the week, as he paid you, how much did he pay?

Mr. KALISH. He paid me?

Mr. BLANTON. I am talking about the employees, the men who were paid by the week.

Mr. KALISH. As much as $35 a week, to the head of a department.

Mr. BLANTON. Down to what minimum?

Mr. KALISH. That is all.

Mr. BLANTON. Was the one that got $35 a week an experienced salesman?

Mr. KALISH. No. He was not a salesman. He was a cutter, a man in charge.

Mr. BLANTON. He was an experienced man in the business?

Mr. KALISH. Yes.

Mr. BLANTON. You began working for your brother Harry after you left this hospital when?

Mr. KALISH. Not until about November or December.

Mr. BLANTON. He is paying you $20 a week now, when you got $18.45 a month. That was a little less than $5 a week. That added to your $20 a week, that your brother paid you almost aggregated the $25 that you used to get.

Mr. KALISH. Yes, sir.

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Mr. BLANTON. That would be aggregating $25, and while you were getting $36.90 a month, that added to the $20 a week which your brother Harry paid you, made more than any salary you had ever gotten in your life, did it not?

Mr. KALISH. Yes; it did.

Mr. BLANTON. It made more than any you had ever got?

Mr. KALISH. Yes, sir.

Mr. BLANTON. Do you and your wife keep house or do you board?

Mr. KALISH. We keep house.

Mr. BLANTON. In an apartment?

Mr. KALISH. I have a child. She died.

Mr. BLANTON. In an apartment?

Mr. KALISH. In a flat.

Mr. BLANTON. Has this board ever contributed anything outside of these amounts you have stated toward your support?

Mr. KALISH. No, sir. I have never asked it.

Mr. BLANTON. You never asked?

Mr. KALISH. No, sir.

Mr. BLANTON. Since October, 1919, when you went back there to see about this training, when was the next time you went to the board to ask for your entrance into training?

Mr. KALISH. I got a notice to come on a certain day in December.

Mr. BLANTON. Did you go?

Mr. KALISH. Yes, sir.

Mr. BLANTON. What did they say?

Mr. KALISH. Just as I stated before, what the doctor explained to me.

Mr. BLANTON. I mean to get away from the doctor. Did you go back there and was it arranged in July for you to enter the Helfley Institution? Were you authorized to go into Helfley Institution?

Mr. KALISH. Yes, sir. That same party that has been taking care of me all the while I was going there.

Mr. BLANTON. Did they refuse to give an authorization?

Mr. KALISH. No; he said, "Go in and see the doctor," and I went in and saw the doctor. The doctor examined me and after examination told me that he thought that my condition does not warrant any training with pay any more.

Mr. BLANTON. With pay?

Mr. KALISH. With pay.

Mr. BLANTON. Did he offer you training without pay?

Mr. KALISH. He did not say.

Mr. BLANTON. When you say he did not say—you understand English well, do you not?

Mr. KALISH. I do.

Mr. BLANTON. In this school that you attended in New York, was it conducted in the English language or some other language?

Mr. KALISH. In the English language.

Mr. BLANTON. And all of the school training you have received in your life has been conducted in the English language?

Mr. KALISH. Always.

Mr. BLANTON. You understand it satisfactorily and speak it, do you not?

Mr. KALISH. Yes, sir.

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Mr. BLANTON. When the doctor told you in December, 1919, that he did not think your condition warranted training with pay, did that convey to you the intelligence that he would have approved your case for training without pay?

Mr. KALISH. I did not care for that.

Mr. BLANTON. But you did not want that?

Mr. KALISH. I did not at that time.

Mr. BLANTON. And if they had offered that to you, you would not have taken it?

Mr. KALISH. No, sir.

Mr. BLANTON. Then, the whole gist of your complaint against the board is that they would not give you training with pay. That is the gist of your complaints now.

Mr. KALISH. Yes, sir.

Mr. BLANTON. I have no further questions.

The CHAIRMAN. Have you any questions, Mr. Reed?

Mr. REED. I think not.

Mr. DONOVAN. Mr. Kalish, where did you live when in New York?

Mr. KALISH. 811 Columbus Avenue, now.

Mr. DONOVAN. That is near One hundredth Street?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. When did the War Risk Insurance first decide your case was compensable?

Mr. KALISH. Compensation?

Mr. DONOVAN. Yes.

Mr. KALISH. At Lakewood Hospital, General Hospital No. 9.

Mr. DONOVAN. What date?

Mr. KALISH. When did they send the notice?

Mr. DONOVAN. The War Risk Insurance.

Mr. KALISH. July 7.

Mr. DONOVAN. When were you discharged from the Army?

Mr. KALISH. April 19, 1919.

Mr. DONOVAN. Did you understand that the Federal board could not take up your case directly until the War Risk Insurance had passed on it?

Mr. KALISH. Yes, sir. I understood that thoroughly.

Mr. DONOVAN. Was it told you then that there was no burden on the Federal board until the War Risk Insurance had declared your case a case for vocational training?

Mr. KALISH. Positively.

Mr. DONOVAN. Now, when were you first examined under the direction of the Federal Vocational Educational Board by a medical officer?

Mr. KALISH. During the end of April.

Mr. DONOVAN. Are you sure that officer was a Vocational Educational medical officer?

Mr. KALISH. Well, he was at the board. He had an office up there. It was simply going from one desk to another.

Mr. DONOVAN. It was in the Vocational Board's quarters in April that you were examined medically?

Mr. KALISH. Positively.

Mr. DONOVAN. Although the Vocational Educational Board did not really have jurisdiction of you until July, when the War Risk Insurance said you were a case for them to take up?

Mr. KALISH. Right.

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Mr. DONOVAN. When was the last date nearest the time that the Vocational Board took jurisdiction that you were examined medically? To make it specific, July 7, as you say, in 1919—when was the nearest date to that date that any medical officer of the Vocational Education Board examined you?

Mr. KALISH. Since?

Mr. DONOVAN. No. Either before or just after July 7, 1919?

Mr. KALISH. One day before.

Mr. DONOVAN. Do you remember the result or the results of these medical examinations made by those two physicians?

Mr. KALISH. I do not, sir; as it is a rule——

Mr. DONOVAN (interposing). Never mind. You do not know.

Mr. KALISH. I do not.

Mr. DONOVAN. Were you concerned in it?

Mr. KALISH. Positively.

Mr. DONOVAN. Did you ask what the finding was?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. Was there any written statement or verbal statement given either by the physician who examined you or any member of the board as to the result of the medical examination?

Mr. KALISH. The result was written on my record and sent back to the man that was in charge of my case.

Mr. DONOVAN. Do you want the committee to understand, then, that the medical officer of the Vocational Educational Board and the subsequent officer, the man that interviewed you, the specialist in the Vocational Board, had you examined medically on two occasions, and after the concluding of these examinations they did the inhuman thing of not telling you what that examination resulted in? Do you wish that to be in the record here and have us understand, because it is important?

Mr. KALISH. As far as I can say in regard to them it is that I do not think it is advisable for me to ask, as I had asked once in regard to what my records said, and they have told me that is not for me to read. That is for Washington.

Mr. DONOVAN. Did you volunteer to them any medical information that you had obtained while in the hospital in Lakewood or while in the hospital in France or while in the detention hospital or while under action? In other words, did you furnish to these medical officers of the Vocational Educational Board any medical history that brought you to them as a patient?

Mr. KALISH. All the information——

Mr. DONOVAN (interposing). Did you furnish them that?

Mr. KALISH. I furnished them every question they have asked.

Mr. DONOVAN. That is not it. Did you furnish them with any history of your medical record that you were wounded in France or where you went into any hospital in France or here before you came to their medical representative?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. What did you tell them was your ailment or disability?

Mr. KALISH. I told them my disability was gas and shrapnel wounds and rheumatism.

Mr. DONOVAN. Were you ever diagnosed as arthritis?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. What is arthritis?

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Mr. KALISH. Arthritis is rheumatism infection. It is a swelling of the knee cap, which had to be——

Mr. BLANTON (interposing). I make a point of order, Mr. Chairman, that this is a medical term and that unless this witness qualifies as a medical expert it would be best to have this term defined by some medical man.

Mr. DONOVAN. If we have to raise that point, I will say that paranoia is a disease, and I think a gentleman of the committee could explain it, although he is not an expert.

The CHAIRMAN. The chair would have to rule that where these questions involve technical information they should not be pressed unless the person being examined is an expert along those lines.

Mr. DONOVAN. I would suggest that he knows what this condition is and he has informed us. I did not know what the witness would know about it, but he has no objection to answering it, have you?

Mr. KALISH. Not at all. I had the experience. I could explain to you just what it was.

Mr. DONOVAN. You have told us that arthritis is a form of rheumatism.

Mr. KALISH. Rheumatism is a swelling. There are certain forms of it.

Mr. DONOVAN. There is a form known as inflammatory rheumatism?

Mr. KALISH. Yes, sir.

The CHAIRMAN. In order to protect the witness in his rights, it would not be allowable to press a question where technical information is necessary to answer it unless the witness qualifies. If the gentleman knows and is willing——

Mr. DONOVAN (interposing). I believe he does. He has had it.

The CHAIRMAN. I would be glad to have him answer.

Mr. DONOVAN. All right. He has answered. Under your ruling I will continue. I understand this arthritis. I understand this arthritis is in common English, from what you have found from suffering from it, and what doctors told you about inflammatory rheumatism, substantially a swelling of the knee from rheumatism. Is not that what I understand?

Mr. KALISH. From lying in a tent.

Mr. DONOVAN. It may have been due to cold and exposure?

Mr. KALISH. Exposure.

Mr. DONOVAN. Do you recall or have you ever seen the degree of disability that the Army accorded you upon your discharge or that the War Risk Insurance stated?

Mr. KALISH. Well, I have at home a sheet which states disability.

Mr. DONOVAN. And that was the result of a medical examination upon which your disability was placed?

Mr. KALISH. Placed at General Hospital No. 9.

Mr. DONOVAN. Have you that sheet?

Mr. KALISH. No, sir.

Mr. DONOVAN. Now, then, I understand that the doctors of this board had at no time told you what is your ailment and disability, either by verbal or written word?

Mr. KALISH. It was by written word at all times but not to me.

Mr. DONOVAN. Not to you?

Mr. KALISH. To their own record.

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Mr. DONOVAN. Have they ever cited or quoted their own record to you, saying that we find so and so about the case and that you are not, in our opinion, from a medical standpoint, eligible for training?

Mr. KALISH. I could answer it this way. They have agreed with the physical examination from the Army examination, with the War Risk Insurance board.

Mr. DONOVAN. They, in other words, have approved the medical examination of the War Risk and the Army board?

Mr. KALISH. Right.

Mr. DONOVAN. Do you now recall what that finding was of the War Risk and the Army medical board as to that disability?

Mr. KALISH. Yes.

Mr. DONOVAN. Do you recall if it was classified, or whether you were classified as being unable to carry on a gainful occupation upon return to civil life?

Mr. KALISH. Yes.

Mr. DONOVAN. Now, I understand that you were classified by the Army and by the War Risk Insurance as being in the class known as being unable to carry on a gainful occupation on returning to civil life?

Mr. KALISH. Yes.

Mr. DONOVAN. To be fair with you on that, you had been a millinery salesman before the war?

Mr. KALISH. As well as shipping clerk.

Mr. DONOVAN. As a matter of fact, have you been able or were you able to take up any of that work after your discharge from the Army?

Mr. KALISH. I was not.

Mr. DONOVAN. You were married in March, 1919, were you not?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. You were discharged in April, 1919?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. What did you do between the time that you were interviewed or directed or authorized to go to the Helfely School in July until October?

Mr. KALISH. I had been out in the country.

Mr. DONOVAN. Had you done any work at all?

Mr. KALISH. No, sir.

Mr. DONOVAN. Had you been in helping your brother at the office or anything of that sort?

Mr. KALISH. No, sir; I was at Northport, Long Island, where I was working, and at all times that the Vocational Board called me I received transportation.

Mr. DONOVAN. I understand that while engaged with vocational education, from the time you were discharged in April until substantially October, that was while Mr. Griffin was the director in the city of New York?

Mr. KALISH. Yes.

Mr. DONOVAN. When was it that you last visited the board in New York?

Mr. KALISH. December, 1919.

Mr. DONOVAN. Now, will you please state with particularity what happened then?

Mr. KALISH. I had been examined by the doctor.

Mr. DONOVAN. You had been reexamined?

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Mr. KALISH. Reexamined by the doctor. After reexamining me, he stated that I did not need any more vocational training at the present time, as my condition does not warrant it.

Mr. DONOVAN. Had you been receiving vocational education up to this time?

Mr. KALISH. I have not received any vocational training since I left the Army.

Mr. DONOVAN. Had you been receiving compensation?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. Did he then state to you what your physical condition was upon which he stated his conclusion that you were not to receive any further vocational training?

Mr. KALISH. He simply stated that my condition is much better and it does not warrant any vocational training. That was his statement.

Mr. DONOVAN. Was that the time you tore up the paper? What was that paper you tore up?

Mr. KALISH. It was a sheet of paper written on it to be examined and go back to a certain room there, an instruction from the doctor, from this party that has been taking charge of my case.

Mr. DONOVAN. It was one of the records in regard to your case, placing you in another step, was it not?

Mr. KALISH. It was a blank paper which was supposed to be filled out to be brought back to this man.

Mr. DONOVAN. One of the formal steps in the case and would, if it was not torn up, be filled as a record with the department?

Mr. KALISH. Yes; if there had been anything written on it.

Mr. DONOVAN. Was it a blank piece of paper with nothing written on it?

Mr. KALISH. I would not like to say as to that. I told them I would not have anything else to do with the board; that my time would be valuable; that I could not be there; and getting letters after finding out I will not get vocational training.

Mr. DONOVAN. After finding out from the medical standpoint, as he viewed it, that you were not of the class to receive training in section 2, which is maintenance—was that substantially what he said?

Mr. KALISH. Yes, sir.

Mr. DONOVAN. That is all.

Mr. ROBSION. Mr. Kalish, are you a citizen of the United States?

Mr. KALISH. Yes, sir.

Mr. ROBSION. What age are you?

Mr. KALISH. Twenty-eight.

Mr. ROBSION. I note that you were married in March. Was that through some arrangement with your sweetheart before the war?

Mr. KALISH. I did not want to marry before going over, as I have been keeping company long enough, and I did not think it advisable to be married before going over, so I resolved to do it as soon as I came back.

Mr. ROBSION. I just wanted to learn if it was a new matter that had come up while you were sick or something of that sort?

Mr. KALISH. No.

Mr. ROBSION. Did you volunteer to enter the Army or were you drafted?

Mr. KALISH. I volunteered.

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Mr. ROBSION. In what engagements, or because of what act on your part were you awarded the croix de guerre?

Mr. KALISH. What act? Is that necessary? I have been telling that so many times since I came back.

The CHAIRMAN. The committee would be glad to have you answer.

Mr. KALISH. I have explained when I first started, that the Third Battalion was at the line. I am not connected with the Second Battalion. The First Battalion was an all Irish outfit. They celebrated March 17, to go over the top with the green flag. I being a member of that, I volunteered when they telephoned in that they needed assistance from the medical department as every man down there was blinded from the mustard gas that was being shot over in shells. That was in Boeuffe-le-bois in the Lorraine sector.

Mr. ROBSION. I wanted to know just what kind of man we were dealing with, and I think that shows a great deal.

Mr. KALISH. That is where I lost my hair, too.

Mr. ROBSION. Were you gassed in that attack?

Mr. KALISH. Yes, sir; I was fighting.

Mr. ROBSION. The attack which you mentioned?

Mr. KALISH. Positively.

Mr. ROBSION. You say that also caused you to lose your hair.

Mr. KALISH. Yes, sir; I lost my hat while working down there, as we had our gas masks on, and we could not very well keep our hats on.

Mr. ROBSION. In what way were you injured with shrapnel—what part of your body?

Mr. KALISH. In the leg and in the arm.

Mr. ROBSION. How long were you in the hospital from your injuries?

Mr. KALISH. To the end of June, from March 20. I arrived at the base hospital No. 32, to the end of June, where I was sent to the rest camp at Blois.

Mr. ROBSION. What rank did you hold?

Mr. KALISH. Private.

Mr. ROBSION. How long altogether were you in the service?

Mr. KALISH. About two years.

Mr. ROBSION. I notice you state that before you entered the service your brother was paying you $25 a week, and that now he is paying you $20 a week. Has there been any difference as to salaries paid to men doing like work since before you entered the service?

Mr. KALISH. I am not doing the service at the present time that I had been doing before the war. I am not putting in as much time and as much labor. It is more charity than anything else.

Mr. ROBSION. Assuming that you would have the raise that other persons have had since before the war, what would be your reasonable wages now compared with your wages before the war?

Mr. KALISH. I would need $40 a week to live on, at least.

Mr. ROBSION. But you say that your brother gives you $20 a week substantially as a charity?

Mr. KALISH. That is the way I figure it with him. For that main reason I have been trying to get a position where I could do the work, which I am being paid for.

Mr. ROBSION. Can you do the work that you were doing before the war?

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Mr. KALISH. No, sir; not quite. I can not do any packing or shipping as I have done. I am not as active as I have been.

Mr. ROBSION. Have you any financial interest in the business?

Mr. KALISH. None whatsoever.

Mr. ROBSION. There was some question asked you about not desiring to take the training without compensation. I believe you say you have a wife and child. Have you any property or means to support yourself, to take the training without the compensation?

Mr. KALISH. None.

Mr. ROBSION. Could you take the training without the compensation?

Mr. KALISH. Could I take the training?

Mr. ROBSION. Without the compensation?

Mr. KALISH. I would not be paid then.

Mr. ROBSION. In other words, can you give time and take the training that the Government furnishes you without pay?

Mr. KALISH. No, sir; I could not.

Mr. ROBSION. Is that the reason why you did not want to take the training without the compensation attached to it?

Mr. KALISH. Compensation I am getting? What you are referring to is vocational pay. I could not take up vocational training at the present time without pay.

Mr. ROBSION. If the board decided that you could not get the training pay while you were taking the training, then you knew that you were cut out from taking that training?

Mr. KALISH. Yes, sir.

Mr. ROBSION. Now, Mr. Kalish, at any time, did you refuse to comply with any order or direction of the Vocational Board in perfecting your plan for training?

Mr. KALISH. None whatever. I was only too glad to help them out in every possible way.

Mr. ROBSION. Would this training have been of substantial service to you in the gaining of a livelihood for yourself and family, had you been given it?

Mr. KALISH. It would have meant an awful lot to me, as the superintendent of that institution told me that if you go there for the 10 months they will guarantee a position to me, which would give me a reasonable salary.

Mr. ROBSION. How much would you say?

Mr. KALISH. $35 to $40 a week to start, and it would depend upon me later on to improve it.

Mr. ROBSION. Without that training you feel that your salary will be limited to $20 a month or less?

Mr. KALISH. Not if I can help it.

Mr. ROBSION. Without the training, will that be the fact, not what you can help?

Mr. KALISH. I would not say, as I am trying to take civil service now. I might not pass. If I do not pass now on my civil service examination, which I am going to take up for the post office, it will simply mean because I do not get enough education.

Mr. ROBSION. Are you still troubled with the rheumatism?

Mr. KALISH. Yes.

Mr. ROBSION. And with the effects of the gas?

Mr. KALISH. The effects in my eyes cause me to wear glasses during the sunny weather, sometimes.

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Mr. ROBSION. And injuries from the shrapnel?

Mr. KALISH. That does not bother me.

The CHAIRMAN. What was your serial number?

Mr. KALISH. No. 90611.

The CHAIRMAN. What was your organization?

Mr. KALISH. The One hundred and sixty-fifth Infantry, Company G, Forty-second Division.

The CHAIRMAN. The Rainbow Division.

Mr. ROBSION. Was that the division that volunteered to go over the top? Did you leave your division and volunteer to go over the top with that division?

Mr. KALISH. No; the New York City, the One hundred and sixty-fifth Regiment, was not at full war strength, but were the first to go out. So they picked 300 men there from the city regiment to fill out the One hundred and sixty-fifth so we could start out.

Mr. KING. Would the witness send in letters or parts of letters that you may have of any kind, to which he has referred, to the chairman, Dr. Fess, to be attached to his testimony?

Mr. KALISH. I meant to ask if Dr. Fess could get the full record; it might be easily obtained, if Dr. Fess could write a slip to the Vocational Board.

Mr. KING. I mean the ones you have.

Mr. KALISH. I do not know as to whether I will be able to find any more. I will look around.

Mr. KING. You will send them to the chairman?

Mr. KALISH. Gladly; yes, sir.

Mr. KING. If you fail in this civil-service examination do you still desire vocational training? Will you take it?

Mr. KALISH. I would; yes, sir. I would take the civil service providing I could get an examination when I get through my term.

Mr. KING. If you get 10 months' vocational training and are guaranteed a position after that?

Mr. KALISH. I would gladly do it.

Mr. KING. Would you take it to-day if you were directed for it?

Mr. KALISH. Yes, sir.

The CHAIRMAN. Mr. Kalish, we will not require you any longer and you may apply to the clerk for your expense and be able to leave for home whenever you wish.

Mr. KALISH. I thank you, gentlemen.

Mr. TOWNER. Mr. Chairman, I suggest that the Vocational Board be requested to furnish the committee all the required evidence they have regarding this case, and that they also furnish copies of all the correspondence between Mr. Kalish and themselves and also the records and correspondence from the New York office regarding his case. I also suggest that the committee ask from the War Risk Insurance Board copy of the record and report of this case as to his disability standing.

The CHAIRMAN. That request will be legitimate and will be made to the board.

Mr. LAMKIN. May I just ask a question there? As I understand, you want certified copies of this correspondence?

The CHAIRMAN. Yes.

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STATEMENT OF MR. ARTHUR P. THOMAS.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. You may give your residence, as well as your full name.

Mr. THOMAS. My name is Arthur P. Thomas; residence 456 High Street, Elmira.

The CHAIRMAN. You were invited to come to testify, giving to us your experience in reference to your effort to get vocational training. You may proceed in your own way.

Mr. THOMAS. Do you wish my service record?

The CHAIRMAN. Tell us your service record.

Mr. THOMAS. I enlisted July, 1915, served until January 16, 1918. I was injured in the Big Bend district of Texas, March 20 or thereabouts, 1917, shortly before the United States entered the war. My spine was crushed by an 80-foot fall. I received injuries—a broken jaw, broken ribs, and broken leg.

The CHAIRMAN. What character of service were you in?

Mr. THOMAS. Troop C of the Sixth Cavalry. At the time of my injury I was escorting a paymaster through an unknown trail under protest. I protested the fact that none of us were acquainted with the trail and in spite of those protests, they sent us out with the paymaster, in spite of the fact that they had a Government scout there whose sole duty it was to guide them there. That scout was doing nothing half the time and we had to do that escorting duty. As a consequence, three men who went out on this detail were injured in some manner.

The CHAIRMAN. How long was that after you went into the service down there?

Mr. THOMAS. This was before the United States got into the war. I enlisted in the Sixth Regular Cavalry and was sent down to the Texas border and served in Brownsville and with Pershing in Mexico. My regiment went into Mexico with Pershing and we were asked to relieve the Fourteenth Cavalry in the Big Bend district, because they did not seem to be able to keep the Mexicans down, and it was in this Big Bend district that I received this injury.

The CHAIRMAN. In Mexico?

Mr. THOMAS. In the Big Bend district of Texas.

The CHAIRMAN. What was the date of this injury?

Mr. THOMAS. On or about March 20, 1917.

The CHAIRMAN. How long were you in the hospital?

Mr. THOMAS. I was carried to a little Mexican village (Terlingua Abaja) with a crushed spine. I was taken to Terlingua by automobile near the Chisos quicksilver mining company. I remained in this hospital a few days; I am unable to state just exactly, as I was in state of coma while it went on. I was taken by ambulance through the mountains a distance of 160 miles to Marfa, where I was placed in a field hospital and remained there until the latter part of November, 1917. My paralysis had disappeared by that time and I could get around. My ribs, leg, and jaw had knit, but nothing had been done for my spine. I was six months in the hospital, and no X-ray was taken of my back, in spite of the fact that I had some paralysis. From Marfa, Tex., I was transferred to the base hospital No. 1 at San Antonio, Tex. I was in this hospital until discharge. I was compelled to undergo medical examinations, but nothing was done

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for my spine. I was discharged under the diagnosis of a tubercular spine. Immediately upon my discharge I started to write to the War Risk Insurance Bureau.

Mr. KING. When was that?

The CHAIRMAN. When was your discharge?

Mr. THOMAS. January 16, 1918. I was under the impression that we were under a pension law, that being hurt I would come under the old pension law, but it seems while I was in hospital they done away with the old law and passed this new war risk insurance bill, of which I knew nothing at the time.

The CHAIRMAN. That was October, 1917, that the war risk was passed, and you were not discharged until January following that.

Mr. THOMAS. January. My condition was getting very alarming, I felt paralysis coming back on me. I hardly knew what to do. I received no compensation or authority from the War Risk Insurance Bureau to report to the hospital, and eventually I took it in my own hands, about a month or two after my discharge, and went to Rochester, N. Y., with my sister, and consulted Dr. Prince, an orthopedic specialist. Dr. Prince took X-rays of my spine and found that the spine was fractured and that the Government diagnosis of t. b. was wrong. There was absolutely no t. b., tubercular condition in my spine, but it was badly fractured and crushed around the lumbar region. Dr. Prince placed me in a plaster of Paris cast.

Mr. TOWNER. Would you explain that lumbar region? Being a technical term, I do not quite understand it?

Mr. THOMAS. Dr. Prince gave me that information and wrote out a certificate for me in which he diagnosed my injury. This diagnosis was sent, I believe it was, to the War Risk Insurance Bureau here in Washington. The officials of the War Risk, I imagine, realized that the injury was serious and immediate attention was needed, but it was very nearly two months later, at least, one month later, before I received an order to report to the Post Graduate Hospital in New York for treatment.

The CHAIRMAN. That would be about what time, in April?

Mr. THOMAS. In the latter part of April. I went immediately to New York and reported to Dr. Fred Albee, an orthopedic specialist, and he operated on Monday morning, April 29. A section of the left shin bone was grafted into the spine. I remained in the Post Graduate Hospital in New York City for several weeks. I was discharged from this hospital with no braces or support of any kind on my back. Three weeks later I was suffering with my spine again.

The CHAIRMAN. That brings it up to about the 1st of July.

Mr. THOMAS. Around July, the latter part of July or 1st of August.

The CHAIRMAN. What was the name of this last hospital you were in?

Mr. THOMAS. The Flower Hospital in New York. After my discharge from the Post Graduate Hospital, some one told me and explained about the Federal Board for Vocational Education.

My occupation before I entered the Army was free lance newspaper correspondent. I was earning very good wages, enough to take me over the country and take me to England and France when the war broke out. I realized that I could not get used, with my spine in this condition, to ordinary newspaper reporting, so I decided I would take up a course of vocational training were I eligible.

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The CHAIRMAN. The committee will have to recess until 2.30, and we will begin with your experience, Mr. Thomas. You have just gotten up to where you made your application to the Vocational Board.

(Thereupon, at 11.45 o'clock a. m., the committee recessed until 2.30 o'clock p. m.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to recess.

The CHAIRMAN. The committee will be please come to order. When we recessed, Mr. Thomas was testifying and had just reached the point where he was beginning his expreience with the board. Mr. Thomas, you may proceed with your testimony.

STATEMENT OF MR. ARTHUR B. THOMAS—Resumed.

Mr. THOMAS. Before I continue, I would like to call attention to an error this morning. You asked me something about the last hospital. I thought you had reference to the last hospital that I had been in before coming down here. On the contrary, you meant the hospital I had referred to last.

The CHAIRMAN. Yes.

Mr. THOMAS. I should have said Post Graduate Hospital, instead of that I said Flower Hospital, New York City.

On September 17 I sent a letter to the Federal board and asked for a course in journalism at Columbia University. I head nothing further from them, and my condition became so very much worse that I applied to the War Risk Insurance Bureau again for further treatment. I had X-rays taken in Elmira, which showed that the graft in my spine from the left leg had snapped off again and that I was in need of another operation, a second operation.

I was sent to the Marine Hospital in Buffalo, in New York, where I remained until on or about March 1, 1919. While I was in the Buffalo hospital, on October 12, to be exact, I received a letter from the Federal board in which they said that my letter of September 17 was misplaced in the files and had only been referred to them, and they sent me forms, applications to fill out with this letter. I filled them out in the hospital, but suggested, as I was about to go under an operation, that these forms be pigeon-holed until I notified them again.

Just shortly before my discharge, when I was convalescing from my second operation, I notified the Federal Board that I would soon be out of the hopsital and asked them to take up my application again.

Mr. SEARS. What date was that, please?

Mr. THOMAS. Well, it was some time in February.

Mr. SEARS. What year?

Mr. THOMAS. 1919. On February 19, 1919, I received a letter from them in which they told me tht they were writing one of their representatives to get in touch with me.

I was discharged from the hospital, and went back to my brother's in Elmira to convalesce. I began having more trouble with my spine, and the War Risk Insurance Bureau then sent me to the

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Public Health Service Hospital on Staten Island, where I was examined, and another operation suggested, but I refused to take it, as the doctors there had no idea as to what kind of operation they would perform. They wanted to perform an exploratory operation, and I refused to submit. So while I was there I received another letter from the Federal board, in which they informed me that my course in journalism in Columbia University had been approved, and they suggested that in the meantime I take up some sort of a preliminary course in shorthand and typewriting at Meeker's Business Institute in Elmira.

The CHAIRMAN. How long after your application for entrance to Columbia University did you hear from the board?

Mr. THOMAS. I wrote my first letter—I filed my application in September, 1918, but I suggested then that this application be filed away. I resumed my correspondence with the Federal board in February, 1919, and told them I would soon be out of the hospital, and asked them to see what they could do about my course. It was in May before I received a reply telling me that my course had been approved.

I came home about the 7th of May—went back to Elmira, rather, from the Marine Hospital, Staten Island, and I waited for a few days to see if the Federal board would officially approve of this course that they suggested. They did nothing, so I reported to Mr. Meeker personally, and showed him the letter suggesting that I take a course there, and asked him, owing to the fact that in order to get in a four-months' course there I should start immediately, asked him if he would take a chance on the Federal board approving of the course there, and place me immediately, so I could get in these four months. He put me in immediately.

The CHAIRMAN. Your entrance was at what time then? When did you enter?

Mr. THOMAS. May 12. On May 29 I had received no further word, although I had written two letters to the Federal board, asking when they intended to approve my course at Meeker's.

On June 5 I received a letter to this effect:

Referring to your letter of May 29, making inquiry as to the present status of your case, you are advised that on May 15 recommendations were forwarded by this office to Washington for a course in stenography and typewriting at the Meeker's Business School for a period of three months. As soon as such course is approved you will be duly notified, and authorization furnished you to enter into training.

Well, I had been in training since May 12, when I received this letter. Mr. Meeker kept me in training, and the course was finally approved after considerable delay. But I received no money.

Between the time I started training and August 14 I had written something like four letters to the Federal board, asking why I had received no money. They sent me an Elk's fund draft for $50. So finally I wrote at some one's suggestion to Mr. Sunderland of Rochester, and explained the case to him, and Mr. Sunderland took the matter up with the Federal board for me, and I received this letter on August 25, 1919:

In reply to your letter of August 14, addressed to Mr. H. E. Sunderland, pleased be advised that you are correct. You started training May 12 and your money should be in your hands by this time. We are taking the matter up to-day with our central office.

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Well, it goes on in that tone, but I did not receive——

The CHAIRMAN (interposing). Who signed that letter?

Mr. THOMAS. S. E. Farwell; but I did not receive any money until just before I left Elmira for Columbia University. I had difficulty in securing my transportation, and when they finally did send me a check for my pay it was, I believe, something line $100 short, and I wired them again, telling them that I needed the entire amount to square up my bills in town before leaving. Then they sent me another Elks fund draft for $50 instead of the remainder of my pay. And, by the way, in talking of "pay" and "compensation" I refer to the Federal board money as "pay" and to the war-risk insurance money as "compensation" to avoid any misunderstanding.

The CHAIRMAN. At what time did you go to Columbia University from the Meeker's?

Mr. THOMAS. I think I left Elmira about the 6th or 7th of September—perhaps later. I am not quite sure of the day, but I went early to have the matter of the course, the difficulties of my course, straightened out. I had to see the registrar of the university and have my course approved by the Federal board.

The CHAIRMAN. You were aiming to enter at the beginning of the college year?

Mr. THOMAS. Yes, sir; which I believe was the 27th of September.

I was complaining of pain again in my back at that time. I have here a letter from the Treasury Department, Bureau of War Risk Insurance, in which they say:

We acknowledge receipt of your letter of recent date, in which you request medical attention.

That is enough to show I was complaining of pain at that time. I complained to the Federal board by letter and in person at their office. Nothing further was done.

On November, on or about the 9th of November, I received a letter from the Federal board ordering me to report to the Federal board offices on Fifth Avenue to undergo another examination to see whether or not I was still eligible for training with the Federal board. I went down and I was in the doctor's office for something like three hours undergoing an examination. I was sent to some doctor, I can't recall his name, on Forty-first Street, in New York, for further X rays. I waited for several days and received no notice at all as to the result of this doctor's examination or the X-ray findings. My condition was becoming very alarming then. My legs were becoming paralyzed—my lower extremities were becoming paralyzed, not to any great extent, so that I could not get around, but enough to cause me a great deal of inconvenience.

The CHAIRMAN. Was this doctor to whom you went one of the doctors consulting with the Federal board?

Mr. THOMAS. Yes; I think he received practically all X-ray pictures taken for the Federal board on Fifth Avenue. They were all taken by him. I can not recall his name, but perhaps one of the Federal board officials here can.

Well, this matter dragged along. I went back to Columbia and resumed my course. This matter dragged along until in December, my condition getting worse every day in the meantime. Along about Christmas the Federal board became swamped with work, as I understand it, and asked a number of Federal board students at

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Columbia to come down during the holidays and assist them by working evenings. I volunteered to go down. I went down there and I saw an opportunity—at first I rather thought that my trouble with my back might be muscular or inflammatory rheumatism, but I could not understand the approaching paralysis, so down at the Federal board one evening I wanted to see my case. I wished to find out what was wrong with my back and see if the doctors had found anything wrong, so I went to the girl at the filing case and ordered her as an official to get out case 334, which is my number. She, thinking I was an official, got my case. I looked it over. This doctor's X-ray findings showed that the tibia in my spine was again broken—had again broken loose and that the friction of the jagged ends of this tibia in my spine was wearing a hole through the spine proper, and from the 11th of November till the 1st of January the Federal board had done nothing, had notified me in no way, in spite of my frequent inquiries.

I reported the matter to the Federal board doctors and asked for hospital treatment. They came forward then, after I discovered, by my own forwardness, and offered to put me in any hospital in New York that they could make a contract with. I wanted to go to the Flower Hospital because my sister was assistant supervisor of nurses there, and I thought I would get better treatment there. In the meantime I had another set of X-ray plates taken without consulting the Federal board, at the Flower Hospital, which showed that this condition found by this Federal board doctor was very much aggravated in the meantime, and that I should have an immediate operation to save me from total paralysis or perhaps my life. So I made every arrangement with the Federal board for a 30-day leave of absence to go into the Flower Hospital after I had obtained permission from the War Risk Insurance Bureau by special contract with the Flower Hospital, and receive this operation. The Federal board officials notified me that they could grant a 30-day leave of absence with the privilege of extension. They gave me a letter to the bursar's office at Columbia University, granting me this 30-day leave of absence, and verbally promised me the privilege of extension should I need it.

I had my operation, was getting along very well, and on the 16th of February I received a letter from them telling me:

> Your training has been discontinued for the following reasons:
> Thirty days sick leave to February 19, 1920. Notification from the hospital that the case will require seven or eight weeks for recovery. We have notified our central office, Washington, D. C., requesting removal of your name from the pay roll of this board, effective second month, 19th day, 1920.

We have a wounded soldiers' club at Columbia University, which takes care of all grievances and adjusts cases with the Federal board. I could not get word to this club, so I told my sister and my sister called a Red Cross lady who has been very kind to wounded soldiers of Columbia—has helped us out in every way with our difficulties with the Federal board. This lady came down and interviewed me and suggested that I give my story to Mr. Littledale, of the Evening Post, who has been making an expose of negligence and carelessness by the Federal board in dealing with wounded soldiers. So I turned my case over to Mr. Littledale, gave him the facts through letters and my own story.

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The CHAIRMAN. When you were in the Flower Hospital, you were receiving compensation from which division of the Government, the War Risk or the Federal board?

Mr. THOMAS. I was receiving Federal board pay up to the 20th of February, and then I understand it was stopped.

The CHAIRMAN. If it were stopped from the Federal board, was it resumed from the War Risk Insurance?

Mr. THOMAS. Frankly I do not know. I was given no notice to notify the War Risk Insurance Bureau. I don't understand the procedure a person must go through to be transferred back and forth. I supposed the Federal board would attend to this. They certainly do not explain to the wounded men what they must do to be transferred from one bureau to the other.

The CHAIRMAN. The Federal board does not operate while the patient is in the hospital, except through the permission of those in charge of the hospital?

Mr. THOMAS. Yes; I understand.

The CHAIRMAN. That probably would be the reason why the order came to take your name off of the list for training.

Mr. THOMAS. Well, in reference to that I would like to say something further.

While I was in the hospital, after this Come Back Club of Columbia University, of which I am vice president, received notice of my difficulties with the Federal board, a delegation went to the Federal board office and interviewed Mr. Clark. At this meeting no reporters were allowed. Mr. Clark told these Federal board students from Columbia that he had the right to grant a 30-day leave of absence, and he had the right to extend this 30-day leave of absence as long as he saw fit.

The CHAIRMAN. Mr. Clark was the representative of the Federal board?

Mr. THOMAS. Mr. Clark made that statement to wounded soldiers from Columbia who were down there in my behalf.

Mr. SEARS. Were you present?

Mr. THOMAS. I was not present. I was sick in the hospital, but I do know that from a reporter who was asked to leave before the meeting, and I do know through the president of the associated Federal-board students in New York City, who was down there in person to interview Mr. Clark, that Mr. Clark made that statement.

The CHAIRMAN. Mr. Thomas, to be specific, what charge would you have against the board if you were to word it?

Mr. THOMAS. Criminal negligence in knowing that my spine was broken, and that I was in danger of paralysis or perhaps death, and not notifying me or sending me to a hospital for treatment until I had found it out myself.

The CHAIRMAN. Are there any questions, gentlemen?

Mr. TOWNER. You base that upon the surgeon's report that you saw yourself in the files?

Mr. THOMAS. Yes, sir; certainly.

Mr. TOWNER. Of the hospital?

Mr. THOMAS. Yes, sir. And the further X-ray findings of the plates taken at the Flower Hospital.

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Mr. TOWNER. The report that you saw was the hospital record of your examination or of the operation, was it?

Mr. THOMAS. No; the report that I saw was the doctor's interpretation of the X-ray pictures taken in November. I can't give the exact wording of this X-ray report, but it was clear enough to me, a layman, to know that my condition was very serious and should have immediate attention.

Mr. TOWNER. Were you in the hospital for treatment when that X-ray picture was taken?

Mr. THOMAS. I was not. I was taking training at Columbia.

Mr. TOWNER. How did it happen that the X-ray picture was taken?

Mr. THOMAS. Because, as I said earlier, the Federal board officials sent me a letter ordering me to report there for a reexamination to determine whether or no I was still eligible to continue my training at Columbia.

Mr. TOWNER. Then it was your belief, and still is your belief, that this report made of the examination was furnished to the Federal board, and that they had knowledge of the facts shown by that record from the hospital?

Mr. THOMAS. My belief, you say?

Mr. TOWNER. Yes.

Mr. THOMAS. I guess you were not here when I explained that. I found this report in the Federal board files of my case.

Mr. TOWNER. I thought you found it in the hospital records.

Mr. THOMAS. No; I found it in the Federal board files.

Mr. TOWNER. I misunderstood you, Mr. Thomas. The Federal board files there in New York City?

Mr. THOMAS. Yes, sir; at the Fifth Avenue office.

Mr. TOWNER. You called the attention of the officials there of the Federal board in New York City to this fact and asked to be sent for an operation or further attention?

Mr. THOMAS. Yes, I did. The Federal board officials then informed me that they had no right to grant hospitalization for any wounded man; that they automatically went over to the Public Health or War Risk Insurance—I am not quite sure which—and they referred me to 280 Broadway. I went to 280 Broadway with this X-ray report from the Federal board doctor and also with my X-ray report from the Flower Hospital, and they placed me by special contract in the Flower Hospital for treatment and operation.

Mr. TOWNER. You were in the hospital about 30 days when they gave you this notice that you would no longer be continued on the rolls?

Mr. THOMAS. No; I entered the hospital January 20. I received this notice that my training was discontinued and my pay had been stopped on February 16.

Mr. TOWNER. Then you had been over 30 days at that time in the hospital?

Mr. THOMAS. No, not 30 days; from January 20 to February 16.

Mr. TOWNER. You say January 20?

Mr. THOMAS. Yes.

Mr. TOWNER. Will you be kind enough to read all of that letter or notification to the committee?

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Mr. THOMAS. Of the discontinuance of my training? Certainly. [Reading]:

Mr. ARTHUR P. THOMAS,
Flower Hospital, New York City.

DEAR SIR: According to our records you began a course in journalism at Columbia University, located in New York City, on September 23, 1919. Your training has been discontinued for the following reasons:

Thirty days sick leave to February 19, 1920. Notification from hospital that the case will require seven or eight weeks for recovery.

We have notified our central office, Washington, D. C., requesting the removal of your name from the pay roll of this board, effective February 19, 1920.

If at any future time within five years after date of discharge you should desire additional training under this board we should be pleased to hear from you.

This is signed by Mr. Clark, W. A. Clark, acting D. V. O.

Mr. TOWNER. Since that time you have made no application to be reentered?

Mr. THOMAS. The Federal board officials became aroused at the publicity given my case in New York City, and Mr. Leary, I believe—is that his name?—assistant D. V. O., called me up at the hospital on the telephone and said that he would be over to see me before my discharge in reference to settling my case satisfactorily, so that I could resume my training at my earliest convenience after my discharge from the hospital. A few days later he called up again and made a specific, set date for one Monday afternoon between the hours of 1 and 5. He promised faithfully to be there. I had not been out of bed only a day or so, and I was very weak. I could not sit up very long, but I had faith in Mr. Leary's promise to be there, so I went down into the hospital reception room and waited from 1 to 5.30. Mr Leary never showed up, and, as a consequence, I have not heard from him since. Mr. Leary did call up afterwards, but he was all apologies for not coming over to the hospital, but he gave me nothing satisfactory about resuming my training.

Mr. TOWNER. And you have never made any effort on your part to be reentered for training?

Mr. THOMAS. Not since my discharge from the hospital, because my condition has not been such that I can worry or fret about this course just now. The doctors have advised me to rest up thoroughly. I am encased in a plaster Paris cast from my shoulders down to my hips, and the leg that they took this bone from is very weak also, and I can't very well go to all the trouble and bother and worry of corresponding with the Federal board just now, until I am somewhat stronger. I intend to.

Mr. TOWNER. Is it your purpose to again make application for reentry?

Mr. THOMAS. Surely, as soon as I am able.

Mr. TOWNER. As soon as you are physically able to do so?

Mr. THOMAS. Surely.

Mr. TOWNER. That is all I have.

Mr. SEARS. Mr. Thomas, it would appear to me from your statements that yours is more a case of medical treatment than of training, wasn't it? You were a little too anxious yourself?

Mr. THOMAS. I don't understand what you mean by too anxious

Mr. SEARS. Well, your physical condition would not permit you to take the training and yet you went on, and perhaps that brought on some of your present physical condition.

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Mr. THOMAS. No; I don't quite agree with you. I think my physical condition was such that I could have finished up the year with a proper amount of precaution from the Federal Board. I think the application of some sort of a brace in time would have saved me this last trouble. You see, that seems to be the chief trouble with my spine just now. I have lacked post-operative care up until this last operation.

Mr. BURROUGHS. You spoke of seeing this report in the Federal Board files, which I understood you to say you ran across accidentally almost, from the fact that you were there, and from which you learned the facts which you have stated in regard to your condition, which facts you did not know of until that time. That is right, is it?

Mr. THOMAS. Yes, sir.

Mr. BURROUGHS. Do you know how long that report had been there on the files? Was there any date on it?

Mr. THOMAS. Yes, sir; if I am not mistaken the date on that report was November 11, 1919.

Mr. BURROUGHS. And what was the date when you saw it?

Mr. THOMAS. During the Christmas holidays. That is as close as I can come to it. I believe it was after Christmas.

Mr. BRAND. I want to ask you whether or not you had any physician of your own whom you consulted during this delay of the board in acting on your case?

Mr. THOMAS. No; I was not financially in a position where I could consult a man who could give me authentic advice or treatment on such a condition.

Mr. BRAND. How much compensation did you get?

Mr. THOMAS. I was getting at that time—I had been marked a full—if that is what you call it—full disability from the date of my discharge. I was receiving the $30 a month and I received back pay from the date of my discharge bringing it up to $80, but since the discontinuance of my pay from the Federal Board I have received nothing, although the War Risk Insurance Bureau has offered to straighten this up as soon as possible. I have written and I am corresponding now with Dr. Cook, of the New York office of the Public Health or War Risk Insurance.

Mr. BRAND. How much delay as a matter of fact, according to your contention, were they guilty of before they did send you to the hospital?

Mr. THOMAS. You mean the Federal board?

Mr. BRAND. Yes, sir.

Mr. THOMAS. I filed my first application for training September 17, and received no word at all from the Federal board until October 11. That is the first delay.

Mr. BRAND. Didn't you tell them to pigeonhole that for a while?

Mr. THOMAS. No; that was afterwards. I didn't tell them to pigeonhole my application until after I was in the Buffalo hospital for my second operation.

Mr. BRAND. Now I want to ask you this. You say you seem to have been in a serious condition there. You had no money for a private physician for advice or counsel; why didn't you take it up with your Congressman? You got nowhere with the board, you say; you had no money to employ a physician; why didn't you speak to your Congressman about it?

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Mr. THOMAS. Well, frankly, as I stated before, I didn't know that the condition of my back at that time was another fracture. I thought it might be some sort of a muscular rheumatism, because at the time of my injury the spinous ligaments were very severely torn and the muscles ruptured.

Mr. BRAND. You know that they are willing to help you whenever you bring the matter to their attention, don't you?

Mr. THOMAS. Surely, but the average person doesn't know about attracting his Congressman's attention. I really know—I have been out of the political running so long—that I really couldn't tell you much about who the Congressmen or Senators are.

Mr. BRAND. Who is your Congressman?

Mr. THOMAS. I couldn't tell you.

The CHAIRMAN. It is Mr. Houghton, from Elmira.

Mr. KING. What excuse did Mr. Leary give you for not keeping that appointment with you? You said he gave you some excuses; what were they?

Mr. THOMAS. Did I say he gave excuses?

Mr. KING. I understood you to say he gave his reasons for not coming there, but you didn't state what the reasons were.

Mr. THOMAS. I don't think I stated he gave excuses. I think I stated he was very apologetic for not coming there, but he advanced no reason.

Mr. KING. Did he state to you why it was he was not there and why he did not fulfill the appointment with you?

Mr. THOMAS. To the best of my knowledge, he did not give any plausible reason for not coming.

Mr. KING. Did he give any reason, plausible or otherwise?

Mr. THOMAS. No; I can't recall any reason.

Mr. KING. Now, Mr. Thomas, in answer to an inquiry propounded by the chairman, Dr. Fess, as to what charge you would make, you said you would make the charge of criminal negligence.

Mr. THOMAS. Yes; I would.

Mr. KING. Well, I suppose you make that, knowing what that means? Do you charge the entire board with criminal negligence, or do you charge Mr. Clark with criminal negligence in the matter?

Mr. THOMAS. In a case of that kind, should it be submitted to law, who would be naturally held responsible? I don't know enough about law to know?

Mr. KING. Some person has been guilty of criminal negligence. It could not be the board, as a board. What individual would you lay it onto if you were going to sue some individual?

Mr. THOMAS. Well, I couldn't really answer that question until I knew more about the laws governing such cases. Could an individual be held for acts of that kind?

Mr. KING. Let us say for the sake of argument that he could be held, what individual would you charge? That is what we want to know.

Mr. THOMAS. I would most certainly charge Mr. Clark, as head of that bureau, whether he personally knew of it or not.

Mr. KING. Very well, that is all.

Mr. ROBSION. I would like for you to state again the condition in which you found your back, so far as that extra report and so on indicated.

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Mr. THOMAS. You mean what the doctor's interpretation of the X-ray findings were in the Federal board files?

Mr. ROBSION. Yes.

Mr. THOMAS. I can not give the technical term or the exact wording, but it seems that the graft from the left tibia had snapped and that the broken end of this graft was—the friction, rather—was wearing a small cavity in the spine proper.

Mr. ROBSION. Now, you were employed some time in that office there in New York, weren't you?

Mr. THOMAS. Just about seven or eight days during the Christmas holidays.

Mr. ROBSION. What was the number of your file, or your case?

Mr. THOMAS. No. 334.

Mr. ROBSION. And how many did they have there?

Mr. THOMAS. Away up into the thousands. I really don't know how many. Mine was one of the first cases, as you can tell by my number, that came before the attention of the Federal board.

Mr. ROBSION. Of course, you don't intimate that any member of the Federal board here in Washington knew about that condition, do you?

Mr. THOMAS. I am not at all sure that the central office in Washington was notified about my particular case, because I found the doctor's interpretation of the X-ray findings in the New York office, but I do accuse the central office here in Washington of uncalled for negligence in not sending my checks regularly. I started in training—I received this notice here that I read, on August 25, telling me that I should be getting my checks right then, and I did not receive my first check until not much more than a week before I left Elmira for Columbia University, which was in the early part of September.

Mr. ROBSION. Well, is that the only charge, Mr. Thomas, that you make against the central office here in Washington?

Mr. THOMAS. Well, not knowing how much of the correspondence with the New York office the central office looked over, I can not make any specific charge against the central office, other than the charge that they seemed to delay my checks unnecessarily.

Mr. ROBSION. After you had seen the report of your case in the office at New York, you went to the Flower Hospital for treatment?

Mr. THOMAS. Yes; under authorization from the Public Health or the War Risk Insurance.

Mr. ROBSION. And did the investigation there confirm the report that you had seen in the office at New York?

Mr. THOMAS. Frankly they made no examination, as they considered the X-ray findings of November and the X-ray findings of January from the Flower Hospital sufficient to merit my admittance to the hospital.

Mr. ROBSION. Well, did the Flower Hospital that you went to, did they act upon the report that you had seen—any part of it?

Mr. THOMAS. No, sir; they acted on their own X-ray findings.

Mr. ROBSION. What did their X-ray findings indicate?

Mr. THOMAS. As I said, the same condition found by their doctor, the Federal board doctor in November, only aggravated by lack of attention.

Mr. ROBSION. How did they know the bones had not united and were separated and that that condition existed when you went to the Flower Hospital without an investigation then?

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Mr. THOMAS. How did who know? The Flower Hospital took the X-rays when I went to see my sister and explained about finding this report from the Federal board doctor.

Mr. ROBSION. And that was after you found the report?

Mr. THOMAS. Yes; this was in January.

Mr. ROBSION. That is what I asked you a while ago.

Mr. THOMAS. I did not understand you.

Mr. ROBSION. After you went to the Flower Hospital either at the time you went to see your sister or subsequent to that time, did their investigation confirm what you had seen in the report?

Mr. THOMAS. Oh, yes; it not only confirmed it but showed the condition to be much worse through lack of attention.

Mr. ROBSION. You are receiving your compensation now are you?

Mr. THOMAS. I am not receiving anything just now, but, of course, I am corresponding with Dr. Cook in regard to the matter. I am anticipating no trouble about that, however.

Mr. ROBSION. Your pay was stopped in February?

Mr. THOMAS. Yes; as I understand it.

Mr. ROBSION. Now you feel that you will get compensation from the time your pay stopped?

Mr. THOMAS. As I say, I am anticipating no delay or trouble from the War Risk Insurance Bureau at all.

Mr. ROBSION. What development has there been in your condition since you went to the Flower Hospital?

Mr. THOMAS. They removed the bone from the right shin, grafting it into my spine, and I now have a plaster Paris jacket on to hold this bone in place until it knits firmly.

Mr. ROBSION. And you are on the road to recovery, you think, as far as you can recover?

Mr. THOMAS. I think so. I have only been out of the hospital for a very short time, and, naturally, I am not very strong, but I think I am on the road to recovery, although I have been informed that mine is a condition that there never will be much improvement; that I will be more or less an invalid for the rest of my life.

Mr. ROBSION. And you understand there is no disposition to prevent you from taking this vocational training when your physical condition would justify it?

Mr. THOMAS. No; I hardly think that the Federal board would refuse me training now, after the publicity I received.

Mr. ROBSION. Well, do you think that that is the only reason they would give you vocational training now, because there has been publicity of your case?

Mr. THOMAS. I think that the pressure brought to bear on the Federal board by the publicity I received and by the grievance committee of the wounded soldiers organization in New York is all that would have brought this case to a satisfactory settlement with the Federal board inside of months.

Mr. ROBSION. You feel that the Federal board as it is now organized and constituted would require action like that in order to get action in behalf of the wounded soldiers of America?

Mr. THOMAS. Would you mind repeating that question?

(The question was read by the reporter as above recorded.)

Mr. ROBSION. For vocational training.

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Mr. THOMAS. I think that prior to Mr. Littledale's articles in the Evening Post it would require something of that nature to jar them up so that they would give quick and effective action to wounded soldiers. I speak from my own experience with the Federal board.

Mr. ROBSION. Did you have any part in getting up the articles that appeared in the New York Evening Post?

Mr. THOMAS. I did not. I did not know Mr. Littledale, I had never seen him, I had never spoken to him until he came to the hospital at the suggestion of a certain lady who was connected with the Red Cross. As I say, I did not know Mr. Littledale until then, and at that time the articles had been running in the Evening Post from the 16th of February. This. I believe, was on March 1, that Mr. Littledale came to see me, so I had nothing to do with the articles published.

Mr. ROBSION. They did favor you, however, in New York in putting you into training before the Vocational Board had approved your claim for training, did they not?

Mr. THOMAS. What you are referring to now, is the action of an individual in no way connected with the Government, who had enough faith in, as the article in the newspaper worded it, in the country's draft of honor to put me in training and take a chance on the Federal board eventually approving the case.

Mr. ROBSION. That gentleman was not a member of the Vocational Board?

Mr. THOMAS. No.

Mr. ROBSION. In New York or Washington?

Mr. THOMAS. That was in Elmira, this school. He is in no way connected with the Government. He merely placed me in training and took a chance that the Government would approve the course.

Mr. ROBSION. Is he connected with that school?

Mr. THOMAS. The school is named after him. I believe he is the president or owner or something of the sort.

The CHAIRMAN. Mr. Thomas, I understand that you feel a grievance because you did not understand your situation until you had examined these records for yourself, and you went to the hospital, and, after entering the hospital, 30 days after that, you had received this information that your name would be taken off of the Federal board's roll. Now you understand, do you not, that the rules of the board are that after 30 days of absence with the report adverse to your returning on account of your health, the board would take your name off, but you were not to be denied compensation, but your name would be transferred to the War Risk Insurance, so that if you are not receiving compensation now, and your name has been transferred to the War Risk Insurance, it would not be the fault of the board, but would have to come from the War Risk Insurance Bureau?

Now, what I would like to know is whether your name has been transferred to the War Risk Insurance Bureau by the order of the board, or whether the board is still responsible because of the lack of duty there?

Mr. THOMAS. I would like to answer your first question first, Dr. Fess.

No; I do not understand anything of the sort. Mr. Clark, as I mentioned once before, told this group of wounded representatives who were at the Federal board offices in my behalf, that it was entirely

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optional with him as to whether or no an extension would be granted to a 30-day sick leave, and when asked why an extension had not been granted in my case, when one was promised, he had nothing further to say.

As to your second question, I have no way of knowing other than through my correspondence with Dr. Cook, whether or no my name has been officially transferred from the Federal board's pay rolls to the compensation pay rolls of the War Risk Bureau.

The CHAIRMAN. You have not received any compensation?

Mr. THOMAS. Not since my pay has been discontinued from the Federal board.

The CHAIRMAN. Mr. Clark stating that he could extend it 30 days, you, of course, would be justified in believing that a representative under the board would be responsible, and what he said would be the board's action.

Mr. THOMAS. Yes.

The CHAIRMAN. Well, I think that is a justifiable conclusion.

Mr. THOMAS. Well, Dr. Fess, one of my grievances is that I was granted a 30-day leave of absence with the privilege of extension before I ever went to the hospital. I can not understand why they violated their promise and cut me off without granting me the extension that they had promised before my entrance to the hospital.

The CHAIRMAN. Have you evidence in writing of that promise, or is that just conversation?

Mr. THOMAS. The bursar's office at Columbia has some sort of a notification to the effect that I was granted a 30-day leave of absence, but whether or no it mentioned in this paper that I had the privilege of extension is something that I can not tell. At any rate, I received a verbal promise of an extension should I need it, and I don't think that the gentleman in the Federal board offices that talked with me would deny me.

The CHAIRMAN. I think we would all agree that there is a possible confusion to grow out of this double management of the War Risk and the Federal board. For example, if you had been in training and then the state of your health was such that you had to discontinue it and go to a hospital, and the board would not discontinue—the Federal board would not discontinue its control over you when you were in the hospital, there would be a confusion there, and I can see how there can be some injury to you that would not necessarily be criminal negligence on either party. However, we want to go into it pretty thoroughly and get all of the facts and I thank you very much.

Mr. TOWNER. Just one further question, Mr. Thomas.

It would really have been the duty of the board to have reported you off their lists and to have reported to the War Risk Insurance that you should be transferred to that list; would it not?

Mr. THOMAS. I can not answer that question, because I have no way of knowing whether the Federal board should notify the War Risk Insurance Bureau of the change.

Mr. TOWNER. Leaving that out of it, it would have been their duty to have taken you off of their list, and you then would have been transferred to the War Risk Insurance Bureau, would you not? You say, now, Mr. Thomas, that you are not able to take training. Now if you are not able to take training of course you will have to be transferred, would you not, to the War Risk Bureau?

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Mr. THOMAS. Surely.

Mr. TOWNER. Then certainly your only complaint would be that you were transferred to the War Risk Bureau too soon, or taken off the list of the board too soon. Would that not be your ground for complaint?

Mr. THOMAS. Yes; my complaint in that respect is violation of a verbal promise at least.

Mr. TOWNER. Yes; but the verbal promise was indefinite as to time.

Mr. THOMAS. It could not be otherwise.

Mr. TOWNER. Certainly, and I presume you would state now—supposing that they had allowed you to remain in the hospital; how long do you claim they ought to have allowed you to remain in the hospital after the 30-day time had expired?

Mr. THOMAS. One extension at least, which would bring it to 60 days.

Mr. TOWNER. One extension at least?

Mr. THOMAS. Yes, sir.

Mr. TOWNER. That would be simply your idea of what they ought to do.

Mr. THOMAS. I do think that my present nervous condition, which is one thing that keeps me from resuming my training right now, is due to the fact that I got that notice so shortly after my operation when my condition was such that anything of that sort would be sure to excite me unfavorably.

Mr. TOWNER. Well, you did not have any idea that you would be deprived both of your compensation and pay, did you?

Mr. THOMAS. Did I have any idea?

Mr. TOWNER. Yes; did you suppose that you would be deprived of both of them?

Mr. THOMAS. Oh, no; I knew from this letter that I could apply to the War Risk Insurance Bureau—or rather, it doesn't state so in this letter, but I knew that from dealing with the two bureaus in the past. But I had no way of knowing whether I should apply personally—which I was unable to do at the time, or whether the Federal board would notify the War Risk Insurance Bureau that I was automatically thrown back on them.

Mr. TOWNER. You spoke two or three times, I think, about the bones affected being the tibia. Did you mean that? Of course, I suppose you meant the vertebræ, did you not? As I remember it, the tibia is one of the bones of the leg.

Mr. THOMAS. The tibia was taken from my leg. Sections from both the right and left tibia had been removed and grafted onto the spinal column.

Mr. TOWNER. Before going any further I think it well to say that I think the committee ought to ask the Vocational Board to bring before the committee the records in this case, both from the New York office and from the office here, in full, including the hospital record and the report of X-ray examinations—everything pertaining to this case.

Mr. KING. I would like to ask the soldier a couple of questions.

The CHAIRMAN. Mr. Lamkin, could that be brought?

Mr. LAMKIN. Mr. Chairman, we have no hospital records, of course. We can furnish all of the records from the New York office

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and all of the records from this office, including a copy of the X-ray examination.

The CHAIRMAN. We will have to get the hospital record from the hospital authorities, I suppose.

Mr. THOMAS. I have a certain amount of correspondence here that I could leave.

The CHAIRMAN. If there is no objection we will make that a part of the record.

Mr. TOWNER. Now, Mr. Chairman, would it be necessary to make all of that part of the record? Would it not be a good idea—I am only anxious to save the record from unnecessary size—do you desire to have all of this correspondence made a matter of record, Mr. Thomas?

Mr. THOMAS. Only that part you need to further this investigation.

Mr. TOWNER. Of course, we do not know.

Mr. THOMAS. Well, I can leave it all.

The CHAIRMAN. If there is no objection, the chairman will look it over. The chairman does not want to edit it, however.

Mr. SEARS. Let it be filed for the information of the committee.

Mr. KING. I think it ought to go into the record in support of this statement. Do you want it to go into the record, soldier?

Mr. THOMAS. I am perfectly willing that it should go in.

Mr. KING. Do you want it to go in in support of your record?

Mr. THOMAS. Surely.

The CHAIRMAN. If there is no objection, it may be made a part of the record.

(Letters referred to follow:)

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
New York, N. Y., October 12, 1918.

Mr. ARTHUR P. THOMAS,
205 Madison Avenue, Elmira, N. Y.

DEAR SIR: Your letter of September 17 sent to the Federal Board for Vocational Education, Washington, D. C., was misplaced in the files there and has only just been referred to us.

Will you kindly fill out the inclosed form, No. 90, and also state the nature of your disability. We will then proceed with your case as rapidly as possible.

Very truly, yours,

A. W. GRIFFIN,
Acting D. V. O.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
New York, February 19, 1919.

Mr. ARTHUR P. THOMAS,
United States Marine Hospital, Buffalo, N. Y.

DEAR SIR: We have received your letter of Febraury 11, and we are writing one of our representatives to get in touch with you as soon as he can do so.

Since you have had four years of high-school work, you can enter practically any school in the country that gives courses in business administration. The New York University School of Commerce gives courses in accounting, leading to certified public accountant, courses in business administration, salesmanship, and many other lines.

The only suggestion we have to offer at the present time is that you take just as long a course as you possibly can afford the time for.

Yours very, truly,

ARTHUR W. GRIFFIN,
Acting D. V. O.

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FEDERAL BOARD FOR VOCATIONAL EDUCATION,
New York, June 5, 1919.

Mr. ARTHUR P. THOMAS,
456 High Street, Elmira, N. Y.

DEAR SIR: Referring to your letter of May 29, making inquiry as to the present status of your case, you are advised that on May 15 recommendations were forwarded by this office to Washington for a course in stenography and typewriting at the Meeker Business School for a period of three months.

As soon as such course is approved, you will be duly notified and authorization furnished you to enter into training.

Yours, very truly,

ARTHUR W. GRIFFIN,
Acting D. V. O.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
New York, August 25, 1919.

Mr. ARTHUR B. THOMAS,
Care Meeker's Business Institute, Elmira, N. Y.

DEAR SIR: In reply to your letter of August 14, addressed to Mr. H. E. Sunderland, please be advised that you are correct. You started training on May 12, and your money should be in your hands by this time. We are taking the matter up to-day with our central office at Washington asking them to kindly expedite payment to you immediately. We hope to receive a reply within a week or 10 days, and at that time we will forward to you the money due you which is $28.50 for the month of May; $45 for the month of June; $15 for the period from July 1 to July 10; $53.33 from July 10 to July 31 and $40 from August 1 to August 15. The above amounts are due you from the Federal Board for Vocational Education.

Previous to July 10, your payments in addition to the $45 that you get from the Federal Board should come from the Bureau of War Risk Insurance. After July 10, the Federal Board assumes all payments of the Bureau of War Risk and you will be paid at the rate of $80 per month, in total from us. That is the reason for the $53.33 from July 10 to July 31, which is exactly two-thirds of $80 and the $40 for the month of August is one-half of your money in full.

We hope that we shall be able to send you a check in total very shortly.

Yours, very truly,

S. E. FARWELL,
District Vocational Officer.

TREASURY DEPARTMENT,
Washington, September 11, 1919.

Mr. ARTHUR P. THOMAS,
Elmira, N. Y.

DEAR SIR: We acknowledge receipt of your letter of recent date, in which you request medical attention. You are advised that this letter has been referred to the chief medical advisor of this bureau for such attention as may be necessary. He will communicate with you further.

All future correspondence relative to this claim should bear your full name, former rank and organization, as well as our file number "C-5172."

Yours, truly,

R. H. HALLETT,
Assistant Director in Charge of Compensation and Insurance Claims Division.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
New York, January 23, 1920.

Mr. ARTHUR P. THOMAS,
456 High Street, Elmira, N. Y.

DEAR SIR: According to the report from our public-health physician, you are now taking treatment in the hospital.

As soon as you are able to resume training, please report to us in order that we may arrange for your sick leave.

Yours, very truly,

W. A. CLARK,
Acting District Vocational Officer.
By C. S. MERRIAM, *M. D.*,
Assistant District Medical Officer.
Per S. A. K.,

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FEDERAL BOARD FOR VOCATIONAL TRAINING,
New York, February 16, 1920.

Mr. ARTHUR P. THOMAS,
Flower Hospital, Sixty-third and Sixty-fourth Streets and Avenue A,
New York City.

DEAR SIR: According to our records you began a course in journalism at Columbia University, located at New York City, on August 23, 1919.

Your training has been discontinued for the following reasons: Thirty-day sick leave to February 19, 1920. Notification from hospital that the case will require seven or eight weeks for recovery.

We have notified our central office, Washington, D. C., requesting the removal of your name from the pay roll of this board, effective February 19, 1920.

If, at any future time within five years after date of discharge, you should desire additional training under this board, we should be pleased to hear from you.

Yours, very truly,

WILLIAM A. CLARK,
Acting D. V. O.

IMPORTANT NOTICE TO ALL STUDENTS OF THE FEDERAL BOARD FOR VOCATIONAL EDUCATION.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
New York.

DEAR SIR:

1. You are directed to appear before Dr. H. Graebner at 10 o'clock a. m. February 19, at Earl Hall, Columbia University, for physical examination to determine whether or not you are in suitable condition to continue your training. This examination will, in all probability occupy very few moments, but it is absolutely necessary that you should report for same on the date and at the hour stated.

2. This notice will excuse you from any class which may occur at the stated hour.

Yours, very truly.

H. GRAEBNER,
A. A. S., U. S. P. H. S.

By the order of district medical officer, for district vocational officer, Federal Board for Vocational Education.

Mr. KING. I would like to ask the witness one question, if I may. You have practically exonerated the board here in Washington from any irregularities, except in mailing your checks promptly to you. How many checks did you receive during that period when you claim you did not get them regularly—about how many?

Mr. THOMAS. I received none from May 12 until the early part of September.

Mr. KING. How many checks should you have received?

Mr. THOMAS. I received none in that space of time.

Mr. KING. But how many should you have received?

Mr. THOMAS. Just a moment—I mean I received none in that space of time from the Federal Board, but I did receive an Elks' fund draft for $50, which I had to pay back.

Mr. KING. I understand, but you complained of the irregularity with which your checks were sent by the Vocational Board. I was trying to ascertain how much irregularity there was in sending those checks to you.

Mr. THOMAS. I received none.

Mr. KING. How many would you have ordinarily received?

Mr. THOMAS. Two a month.

Mr. KING. Did they all come at once in September?

Mr. THOMAS. No; there was some shortage, I think—I am not positive, but I think the records in the New York office will show just how much of a shortage there was.

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FLOWER HOSPITAL,
New York, February 23, 1920.

On January 19, 1920, I was called to examine Arthur P. Thomas, who complained of pain, more or less constant, located in the back. A spinal transplant had been inserted about two years previously, which had become displaced and failed to provide fixation.

On January 22 I reoperated him, inserting an additional bone transplant. This necessitated his being kept in bed for six weeks, to be followed by a spinal support for three months.

He has made an uneventful recovery, and by March 14 he should be able to resume his normal activities.

AINSWORTH BINGHAM.

Mr. KING. Did you notice the dates on the checks when you got them? Did it show they had been delayed after the execution of the check here?

Mr. THOMAS. I can not answer that.

Mr. BRAND. May I ask him just one question, Mr. Chairman? You have been paid up to the 1st of March of this year, have you not?

Mr. THOMAS. I believe so.

Mr. BRAND. Don't you know?

Mr. THOMAS. No; I can not say that I do.

Mr. BRAND. Well, you claim to have not been paid up until then?

Mr. THOMAS. I say that I received—I am quite sure I received all Federal board checks up to the date mentioned in their letter, which was February 25.

Mr. ROBSION. I had just one other question I would like to ask.

Now, Mr. Thomas, in giving you this notice at the end of 30 days, when you think you ought to have had an extension, do you claim that that in any way prejudices your rights, either to pay, compensation, or vocational training?

Mr. THOMAS. I did not quite understand all of your question.

Mr. ROBSION. Read the question, please.

(The reporter read the question as above recorded.)

Mr. THOMAS. I don't think that it prejudiced my case with the War Risk Insurance Bureau, but I do believe that the Federal board were already prejudiced for some reason or other.

Mr. ROBSION. I doubt if you understand what I mean by the term "prejudiced."

Mr. THOMAS. I don't believe I do, frankly.

Mr. ROBSION. In other words, do you think that the fact that they gave you this notice at the end of 30 days instead of giving you the extension—do you think that that injured you in your rights, in your substantial rights either to pay, to compensation, or to vocational training?

Mr. THOMAS. Yes; I do think it prejudiced my rights, because I had been given to understand—I was planning on going back to Columbia University at the end of 60 days. I felt quite capable—I thought I would be able to go, and this letter came so shortly after my operation that—well, you may be able to imagine my mental condition. I spent practically two years out of the last three in hospitals and I am naturally nervous and irritable and excitable and that letter certainly threw me into a nervous state.

Mr. ROBSION. I have not inquired as to how it might have affected you physically or mentally, but do you feel that that took away any of your rights?

Mr. THOMAS. Yes; surely.

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Mr. ROBSION. As to pay, compensation, or vocational training?

Mr. THOMAS. Yes, sir; I do. I have been led to believe that I could have at least 60 days sick leave.

Mr. ROBSION. But you still have the same right to vocational training, do you not?

Mr. THOMAS. How am I to know?

Mr. ROBSION. Well, from the report that you received from the board, don't you understand that you can enter again into vocational training whenever you desire to do so within five years?

Mr. THOMAS. Yes; I understand that.

Mr. ROBSION. That order did not affect your pay, or your compensation. You are entitled to one or the other, you understand, do you not?

Mr. THOMAS. No; other than a certain amount of delay it did not affect my pay, my compensation.

The CHAIRMAN. We are very obliged to you, Mr. Thomas. We will now hear Mr. Theodore Lind.

STATEMENT OF MR. THEODORE LIND, NEW YORK CITY.

The witness was sworn by the chairman.

The CHAIRMAN. Mr. Lind, will you state what your disability is and the ground for your claim for training?

Mr. LIND. When I was examined at general hospital No. 41, Fox Hills, Staten Island, by Maj. Martin, my diagnosis was otitis media, chronic. In other words it means that my ear, the left ear is affected, and I have totally, as far as I can feel for myself, gone deaf. I was examined by him and told that from Governor's Island, the Eastern district, I was awarded 10 per cent disability, and through no effort or further seeking of what was my diagnosis. I let the matter go by what Maj. Martin told me.

That was about the middle of June, 1919, and on the 28th day of June—excuse me, the same day—I was examined by Maj. Martin, I was sent to Mr. Gildersleeve of the Federal board for vocational training, district No. 2, New York. Mr. Gildersleeve interviewed me and talked with me in regard to training. He asked me what did I want. I wanted mechanical surveying and drafting. He says, "Why?" I told him that I had always had an inkling for fooling around with mechanical work. He turned around and talked with me and he said: "Don't you think it would be advisable to take something else?" I says, "I would prefer stenography and bookkeeping for the meantime."

I was discharged on the 28th, about 10 or 12 days later from my examination, and on the 1st of July I went back to see Mr. Gildersleeve. I couldn't see him. He was out. Then I went to the Federal board office at 469 Fifth Avenue, and I was told to register. I registered. I sat there fully four hours and a half before I had anything done for me.

The CHAIRMAN. Was the office full of people?

Mr. LIND. No, sir; it was not.

The CHAIRMAN. Was any interview given to you?

Mr. LIND. I did not get an interview. I only got a chance to register. Then they told me I would have to see——

The CHAIRMAN. Was there any reason given why you had to wait four or five hours?

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Mr. LIND. No, sir; the Federal board never has in all the time I have went to them, given any reason why or not they should not go to a man and tell him what they can do for him and what they won't do for him.

The CHAIRMAN. Were there not others ahead of you?

Mr. LIND. There was some, but there wasn't any large number of them.

The CHAIRMAN. Were they applicants for training?

Mr. LIND. Probably they were doing the same as I was doing, sir. I think they were taking vocational training, the same line as I was.

The CHAIRMAN. When you spoke of having to wait four or five hours, when you evidently thought it was a neglect of you. Do you think it was neglect?

Mr. LIND. It was, sir, because they had men there that wasn't competent to take care of the people.

The CHAIRMAN. How do you know that?

Mr. LIND. You could see it from the way they done it. What I seen done in front of me was enough to tell me, to make me feel that way.

The CHAIRMAN. Your disability was deafness?

Mr. LIND. Yes, sir.

The CHAIRMAN. In the left ear?

Mr. LIND. In the left ear.

The CHAIRMAN. How about the right ear?

Mr. LIND. Only here last Saturday I had an examination and it proves that my right ear was affected.

The CHAIRMAN. Those who were ahead of you that day that you waited so long, could you tell whether they had been suffering from any physical defects?

Mr. LIND. That is something I can not answer, sir.

The CHAIRMAN. It might be that they were more seriously injured than you were.

Mr. LIND. That is in all probability, but I can not answer for them.

The CHAIRMAN. What were you doing—what was your work before you went into the service?

Mr. LIND. Wood finishing.

The CHAIRMAN. Wood polisher? How does the deafness affect the skill for wood polishing?

Mr. LIND. I can not stand the noise, sir. I went to my former employer and he told me that I could not come back; that I should go out and stay away at least three or four months and come back, and then probably they would take me back, but I seen fit for myself not to go out and do that.

The CHAIRMAN. Do you mean that the noise would make you nervous?

Mr. LIND. Yes, sir; I have been nervous. Any man would be nervous from a mastoiditis operation, which is too close to the brain, and I am nervous at the present time from it.

The CHAIRMAN. What was the cause of this deafness?

Mr. LIND. The concussion of a shell in July, 1918, at La Catien, France.

The CHAIRMAN. Does a sudden noise unnerve you?

Mr. LIND. It was the bursting of a shell.

The CHAIRMAN. Do noises suddenly heard now affect you?

Mr. LIND. I don't quite understand that question.

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The CHAIRMAN. I am trying to get at whether the deafness caused by the shell would make you nervous to any noise that you would hear now?

Mr. LIND. It is on account of the injury to my ear and the three incisions I have received back there.

The CHAIRMAN. You said a moment ago that you could not stand noises.

Mr. LIND. I can not either.

The CHAIRMAN. You may continue with your experience with the board.

Mr. LIND. I went to the Federal board, as I said before, on July 1. I waited there at least four and a half hours after I registered. Then they told me I would have to submit to an examination before their medical adviser. I was examined by Dr. Merriman the following day. He could not see any more men then. I went back the following day and was examined. I kept going back. Dr. Merriman never said anything in regard to my examination, but a man that they sent me to to put me in training was Mr. Solander. He gave me a letter after he asked me what I desired to do, and I goes to the Hefley Institute with it. It was sort of a formal introduction to some one in charge of the Hefley Institute. When I went to the Hefley Institute the party I was supposed to see wasn't there. There was a woman at the desk, and I asked if I could give the letter to somebody in charge, and she said Dr. Hefley was away at present, but that I could leave the letter with her. She opened the letter and read it and asked me in regard to my education. I told her I graduated from elementary school, and that I started in to high school, and when America went into the war I turned around and enlisted. She said: "I think it would be advisable for you to start training in September," and I could come there for the summer mathematics course.

The CHAIRMAN. Do you know the name of this woman?

Mr. LIND. I do not, sir.

The CHAIRMAN. Do you know who was in charge of the office at this place?

Mr. LIND. It was a woman. I don't know her name, but I would know her face if I seen it again.

The CHAIRMAN. You may proceed.

Mr. LIND. So I took the letter back to Mr. Solender the following day, and he read the letter and told me I could start my training in September.

Well, September came. I was supposed to start on the 6th of September. The 6th of September passed and to-day it is the 29th of March and I have received several letters telling me that I should have come over and seen them in regard to my vocational training. I went over to see them and they told me that they took the matter up with the central office in Washington. After the central office in Washington notifying them that my case was not one of those that should take training under section 2, instead of taking training under section 2 they turned around and offered me training under section 3, which, in other words, is that I could have the privilege of attending any evening school or day school throughout New York, and had I seen fit for myself, if I cared to take the training I

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do not have to go to the Federal board in regard to going to evening school. I can go myself to any of the evening schools that are open in New York.

The Federal board wishes only to pay for my tuition and books and things that would come handy for me while I took the section 3 training, if I did.

So I went back again to the Federal board. I kept going back, and every time I went back they told me that I would have to have another examination. I had several examinations, and upon one, particularly, I was supposed to see Dr. Merriman, I think it was October 16 or October 13, from a letter I have from them.

The CHAIRMAN. Who is Dr. Merriman?

Mr. LIND. Dr. Merriman has been one of their doctors. I haven't brought that letter with me, sir, but I have it at home. I have one from them on December 13, 1919, which says:

Mr. THEODORE LIND,
175 St. James Place, Brooklyn, N. Y.

DEAR SIR: Will you kindly call at this office at your earliest convenience and ask to see the writer relative to your case? Please bring this letter with you when you call.

Hoping to see you soon, I beg to remain,
Yours, very truly,

S. E. FARWELL.
Per C. S. MERRIMAN, M. D.,
Assistant D. N. O.

Which I don't know what the initials mean.

I went there and Dr. Merriman was out, and, instead of letting a doctor examine me, they let somebody just take a form of a pedigree, as I would say. They asked me the questions which they already had. I gave them those questions. Then they told me I would have to come back again. That was on a Monday, and I would have to come again the middle of the week. I went back in the middle of the week. I could not see Dr. Merriman. He was busy examining other men.

I kept going back and forth in answer to their letters, and the papers they sent me I filled out and returned to them. I finally got disheartened from it after hanging on for nine months, and I thought it wasn't worth while. I lost faith in them, so I said to myself: "I will leave the matter go for awhile and see what happens." Nothing has happened since.

I have other letters from them, one on December 22. I have another one on March 10, since the Evening Post has represented my case—what I told about them.

The CHAIRMAN. Mr. Lind, the board has not declined to give you training, but has declined to give certain rating? For example, they denied to you training under one section, but will concede it to you under another? Your feeling is that you have been sufficiently seriously injured that you ought to be put into the class where you could be given pay while you are taking training?

Mr. LIND. No, sir; I don't quite agree with you on that question. My grievance is, if it should take a person nine months to tell me that I was not able to take training, they could have told me that after the second time I went there, instead of waiting until nine months or so to send me a letter and tell me that I wasn't an applicant for training under section 2.

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The CHAIRMAN. How long after your first application did you get the word that you could not be accepted under section 2?

Mr. LIND. I got that, sir, in the latter part of September or the early part of October.

The CHAIRMAN. And when had you made your application?

Mr. LIND. July 5, three days after my discharge from the Army.

The CHAIRMAN. My impression has been, from listening to the statements of the service men here, that the board has not declined to offer training, but has declined to give that particular kind which will require the Government to pay a certain amount, and the boys think that ought to be done. Now, I am of the impression that that is the source of most of the dissatisfaction on the part of the men, such as yourself. I understand that the board will not refuse you admission to section 3, but they have not found you eligible to section 2, isn't that true? You said a moment ago that you could go to evening school yourself if you wanted to.

Mr. LIND. I could.

The CHAIRMAN. Without the help of the board?

Mr. LIND. Because that is really what the board wants to do. That is all they want to do, is to turn around and offer me an evening-school education or a day-school education, and naturally I wouldn't have to go to the board for that.

The CHAIRMAN. That is evidently because they do not think under the law your injury is of a degree to demand section 2.

Mr. LIND. But, sir, may I read this to the committee, this last letter from them?

Mr. TOWNER. That is dated March 10?

Mr. LIND. Yes, sir; that is the latest I have received.

The CHAIRMAN. Who is the letter from?

Mr. LIND. It is signed William A. Clark.

The CHAIRMAN. He is in the employ of the board?

Mr. LIND. Yes, sir [reading]:

Mr. THEODORE LIND,
175 St. James Place, Brooklyn, N. Y.

DEAR MR. LIND: We suppose you have applied to the Bureau of War Risk Insurance for compensation. In case this compensation is granted, you will be eligible for a course of training under section 3 of the act. That is, you may choose one of the following courses: Any approved correspondence course, any approved evening school, any approved course in day instruction, any approved part time in any approved course.

If you are not financially able to accept training in an all-day course, you are urged to notify us to that effect, so that we may, if possible, assist in locating you in some suitable position in which you would be of such financial assistance that it would enable you to accept the training in an all-day course, and taking one of these courses under section 3, our board will pay for your tuition, books, training, equipment, and transportation only.

Should you decide that you can not accept training under section 3, will you please give us your reasons for refusing training? Under what conditions do you consider that section 3 training would be acceptable to you?

Please advise this office whether compensation has been granted to you by the Bureau of War Risk, and also whether you desire to take advantage of any one of the above mentioned opportunities.

Then they give me another sheet here.

The CHAIRMAN. What date was that?

Mr. LIND. It is a continuation of March 10.

Mr. DONOVAN. What year is it?

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Mr. LIND. This year, sir. It says:

The following is quoted from section 3 of the Federal act providing for reeducation of disabled soldiers, sailors, and marines:

"SEC. 3. Courses of vocational rehabilitation provided for under this act shall, as far as practical and under such conditions as the board may prescribe, be made available without cost of instruction for the benefit of any person who is disabled under circumstances entitling him after discharge from the military or naval forces of the United States, to compensation under article 3 of the said act, and who is not included in section 2 hereof."

I was told when I went there the first time that I should file my application and if I was to get compensation I could be taken in training under section 2. That was Mr. Solender's words to me.

The CHAIRMAN. Who is he?

Mr. LIND. He was the man that is supposed to place me in training. I went to him again and he told me it was discontinued, or in other words, it was not approved.

The CHAIRMAN. Do you know who was at the head of the New York office at this time?

Mr. LIND. I suppose Mr. Farwell was. That was along in July. Mr. Farwell was at the head of the office then. Mr. Clark was recently added to the head of the office.

The CHAIRMAN. Have you ever had any interview with Mr. Griffin?

Mr. LIND. No, sir; I did not, unless Mr. Griffin was there then. I never had a chance to have an interview with him.

The CHAIRMAN. You feel that personal references would lead you to believe you could have had section 2 training; however, all the communications officially from the board were to the effect that section 3 would be given, but not section 2? That section seems to be the source of the difficulty.

Mr. LIND. No, sir; I don't quite agree with you.

The CHAIRMAN. Do you feel that you could not have gotten any training under any section?

Mr. LIND. I feel that I could have had my training under section 2 if Dr. Merriam had lived up to his words in his letter when I got there to see the party, to see the above-mentioned person relative to my case. If I went there with that letter I didn't see Dr. Merriam; I was transferred to somebody else.

The CHAIRMAN. Did you have some communication, which is now a matter of writing, promising you section 2 training?

Mr. LIND. I did, sir.

The CHAIRMAN. Have you that letter?

Mr. LIND. I haven't it here at present. I have it home somewhere.

The CHAIRMAN. That would be well to have that letter a part of the record.

Mr. LIND. I think that you can get the original from the Federal Board's office, because they have a copy of the letters that they sent out.

Mr. BLAND. What was the date of that letter you are talking about?

Mr. LIND. Which letter?

Mr. BLAND. The one you have at home?

Mr. TOWNER. Mr. Lind, where were you when you were injured?

Mr. LIND. I was at La Catien, France, on the artillery range.

Mr. TOWNER. By the explosion of a shell, I think you told the committee?

Mr. LIND. Well, it started and affected my hearing. The ear has been discharging.

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Mr. TOWNER. Well, you told the committee that you were injured by the explosion of a shell. That is true, is it not?

Mr. LIND. I beg your pardon, sir; I didn't say that.

Mr. TOWNER. I understood you so.

Mr. LIND. I said that I lost my hearing through the concussion of a shell. I didn't say I was injured, sir.

The CHAIRMAN. That is an injury.

Mr. TOWNER. Well, I suppose you mean by injury that you were wounded in some way.

Mr. LIND. No, sir; I didn't say those words.

Mr. TOWNER. Were you sent to a hospital when this explosion occurred?

Mr. LIND. No, sir; I was not sent to a hospital until—that was in July. I kept getting it treated, and I was sent to a hospital later on, in September.

Mr. TOWNER. And an operation was performed?

Mr. LIND. Not right away. The operation was not performed until January 4, 1919.

Mr. TOWNER. Were you still in France when the operation was performed?

Mr. LIND. I was, sir.

Mr. TOWNER. That was a severe operation, was it?

Mr. LIND. It certainly was.

Mr. TOWNER. I think you referred to it as being the operation for mastoid glands removal, or partial removal?

Mr. LIND. I don't know whether it was glands or not. It is a bone, I think.

Mr. TOWNER. Part of the bone removed, then?

Mr. LIND. Yes, sir.

Mr. TOWNER. Since then you have been suffering from it more or less all the time, have you?

Mr. LIND. I have been since, sir.

Mr. TOWNER. Is the hearing of the left ear entirely gone?

Mr. LIND. From my examination I would say it was.

Mr. TOWNER. I should think you could tell, can you not?

Mr. LIND. I can tell, sir, because I don't hear anything in my left ear.

Mr. TOWNER. It is true, then, as a matter of fact, that the hearing of the left ear is entirely gone, is it?

Mr. LIND. Yes, sir.

Mr. TOWNER. And was there any other injury that you had?

Mr. LIND. Well, I was sent to the hospital. I was sent there for an operation for hemorrhoids, bleeding hemorrhoids, and my ear started discharging more while I was in the hospital. Then I was in the hospital from September up until January, 1919, and my operation was performed on January 4 at the base hospital 49, at Longivray, France. The man that performed the operation was Lieut. Whalen, assisted by Capt. Platt.

Mr. TOWNER. Now, when you came back to the United States, you made application for disability rating?

Mr. LIND. I did not make my application until they examined me. I was examined. They saw they couldn't do anything for me, and they thought it was best and advisable that I should make application for a disability discharge, which I have with me.

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Mr. TOWNER. The disability rating that you received from the War Risk Board was 10 per cent disability, was it?

Mr. LIND. Yes, sir.

Mr. TOWNER. That is all the disability rating that you ever received?

Mr. LIND. I received a 10 per cent disability, sir, but since the Sweet bill went into effect—on my 10 per cent disability I was getting $9 a month for myself; then I got $12, $9 for myself and $3 was allotted to my mother. Since then my compensation has been raised to $30.

Mr. TOWNER. So that you are now receiving a disability allowance of $30 a month?

Mr. LIND. I receive it sometimes in the early part and sometimes at the end of the month. Sometimes I don't receive it until way in the end of the month. I do receive $30 a month. I have last month—or in January, at least, I received a check.

Mr. TOWNER. You never have been transferred from the War Risk Bureau to the board?

Mr. LIND. I have not, sir.

Mr. TOWNER. And your complaint of the board is that they would not give you an examination for rating?

Mr. LIND. No, sir; my complaint is neglect of duty.

Mr. TOWNER. Well, I suppose that would be neglect of duty if they would not give you an examination. You never have been examined by the board, have you?

Mr. LIND. I went through one examination, as I said before, by Dr. Merriman.

Mr. TOWNER. Did Dr. Merriman give you an examination?

Mr. LIND. He gave me one examination, and then I received several letters from him to come back for reexamination. I went back, and I could not see Dr. Merriman.

Mr. TOWNER. You went back, as I understood you, several times?

Mr. LIND. Yes, sir; I did.

Mr. TOWNER. Then you became discouraged and made no more efforts to receive a rating from the bureau?

Mr. LIND. No, sir; I did not make any effort, but the Federal board kept sending pamphlets to me in regard to coming over, and I had to make some means of supporting myself. I couldn't depend upon the Government with their allowance, and when the time would come I would have to leave my work and go to the Federal board to find out why I didn't get my training.

Mr. TOWNER. Mr. Lind, the only information that the Federal board had regarding your condition in the first instance was the report that they gave you a 10 per cent disability, was it not?

Mr. LIND. They knew of my report, sir, when Dr. Merriman took it. He saw from my discharge, which I showed him, that I was disabled and that I was awarded 10 per cent disability, because I received papers later from the Bureau of War Risk to that effect.

Mr. TOWNER. After that Dr. Merriman examined you, did he?

Mr. LIND. Oh, no, sir; he examined me before that, but he wrote several times that I should come over. I went, and Dr. Merriman didn't live up to his letter.

Mr. TOWNER. Well, what I am trying to get at is this: Did Dr. Merriman ever officially determine that you were entitled to more than a 10 per cent disability?

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Mr. LIND. He did not say so, sir. He never said anything to me, unless it is on record in the Federal board's office in New York.

Mr. TOWNER. I understood you to say that somebody had promised you that you would be entitled to more than a 10 per cent disability. Who was that?

Mr. LIND. I didn't say that I would be promised more than 10 per cent disability, sir.

Mr. TOWNER. What was it you said?

Mr. LIND. I said that I was receiving10 per cent disability, which was $9 a month. Then my mother was being allotted $3 a month, but since the Sweet bill went into effect the check I drew from the Bureau of War Risk was increased to $30 a month.

Mr. TOWNER. I understand that, but what I am asking you about is the board, not the War Risk Insurance Bureau. Did the board ever give you a rating of more than 10 per cent?

Mr. LIND. They haven't said anything to me about it, sir.

Mr. TOWNER. You said that you had a letter from somebody, as I understood it, from Dr. Merriam, who promised to put you in class 2, which, of course, would be greater disability than 10 per cent. Now, how about that? Is that correct? Did I understand you correctly?

Mr. LIND. I didn't say I had a letter from Dr. Merriam promising to put me in, but I said I was told by Mr. Solender that if I should receive compensation I would be entitled to section 2 training.

Mr. TOWNER. I understood you to say you had a letter from somebody.

Mr. LIND. I beg pardon, sir; I didn't say that.

Mr. TOWNER. Did you not say on your examination in chief that you had a letter, but you did not have it here, that you could find it, or thought you could find it?

Mr. LIND. I said I had a letter from Dr. Merriam to come over, and I have another one, which promised me that I should go into training in September.

Mr. TOWNER. Well, that is here. You say you have a letter in which Dr. Merriam said that you should go into training?

Mr. LIND. I had a letter from Dr. Merriam that said that I would go into training at home somewhere.

Mr. TOWNER. Did that mean training under section 2 or section 3?

Mr. LIND. From what I understood, it would mean training under section 2.

Mr. TOWNER. Did the letter so state?

Mr. LIND. It so stated that if my compensation was refused I would get section 2 training.

Mr. TOWNER. How is that?

Mr. LIND. If I should receive compensation, I was entitled to section 2 training. That was explained to me.

Mr. TOWNER. In the letter?

Mr. LIND. Not in the letter; it was explained to me when I went for my training at the office.

Mr. TOWNER. Do you think you could find that letter?

Mr. LIND. If I should, I could send it here.

Mr. TOWNER. That is all.

Mr. SEARS. How much did you make before you went into the service?

Mr. LIND. I was making on an average $16 to $18 before I went into the service—$16 to $18 a week.

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Mr. SEARS. Are you working now?

Mr. LIND. I am not, sir.

Mr. SEARS. Have you worked ever since you came back out of the service?

Mr. LIND. I did work for a while, sir, but I had faith in depending upon getting my vocational training, and I didn't get it, and I had to do something to live.

Mr. VESTAL. There are just one or two questions I want to ask. It seems to be all muddled up here. Let us get down to brass tacks now and see if we can't get some facts. When you first went to see this board they knew that you were getting 10 per cent disability, that that was all the disability that had been awarded by the War Risk?

Mr. LIND. Yes, sir.

Mr. VESTAL. Didn't they tell you at that time that under the disability that you were not entitled to training under section 2?

Mr. LIND. No, sir; it was not explained to me.

Mr. VESTAL. It was not explained to you. Now then you say you talked with some one who told you that if you were getting a certain disability you could have section 2 training?

Mr. LIND. That was what Mr. Solender explained.

Mr. VESTAL. Now, let us get just what he said. What did he say to you? Use his language.

Mr. LIND. I can't recall the exact words that he said to me, but he told me if I should receive my compensation, that I was entitled to section 2 training. That was along in July when he told me that.

Mr. VESTAL. Did he say to you: "If your compensation is increased by reason of an examination, you may be able to get section 2 training?

Mr. LIND. No, sir.

Mr. VESTAL. Well, he already knew that you were getting compensation, didn't he?

Mr. LIND. He did, from Mr. Gildersleeve filling out the application.

Mr. VESTAL. Then can you give the board any reason why he would say: "If you get compensation you shall have training under section 2?"

Mr. LIND. I am going upon the man's verbal phrase, what he used to me.

Mr. VESTAL. Your compensation never has been increased—that is, 10 per cent disability?

Mr. LIND. No, sir.

Mr. VESTAL. Did you tell them that you did not want section 3 training?

Mr. LIND. I told them that I could not see paying my own expenses.

Mr. VESTAL. Did you tell them that the first time you were there?

Mr. LIND. I told them—no, sir; I didn't tell them that I didn't want section 3 training.

Mr. VESTAL. When was the first time you told them you didn't want section 3 training?

Mr. LIND. I didn't tell them exactly that I didn't want it, sir; but I told them that I couldn't afford to take it.

Mr. VESTAL. Did you tell them that the first time you were there?

Mr. LIND. Not the first time, sir; I went back several times.

Mr. VESTAL. When was it that you told them that you could not afford to take section 3 training?

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Mr. LIND. Well, I went back so many times, sir, that I can't exactly remember the time it was.

Mr. VESTAL. Well, was it shortly after you went the first time?

Mr. LIND. No, sir; it was later.

Mr. VESTAL. How did you come to say that to them?

Mr. LIND. Because they continued sending letters to me.

Mr. VESTAL. They continued sending letters and telling you that you were entitled to section 3 training? That is true, isn't it?

Mr. LIND. Yes, sir.

Mr. VESTAL. So that you knew all of the time that all this board was offering you was section 3 training, didn't you?

Mr. LIND. Yes, sir; I knew that is all they cared to offer to me.

Mr. VESTAL. Now, then, your complaint is that the board ought to have given you section 2 training. That is it, isn't it?

Mr. LIND. Yes, sir.

Mr. VESTAL. Certainly, that is all there is to it. The board offered you section 3 training and you thought you ought to have section 2 training?

Mr. LIND. No; not on that ground. I took Mr. Solender's words for it, because when they sent me to Hefley Institute, they made arrangements by giving me a letter of introduction to one of the members of the Hefley Institute; a party from Hefley Institute gave me a letter to go back to Mr. Solender, the man that was to place me in training, and I was told that I could start my training in September.

Mr. VESTAL. What kind of training?

Mr. LIND. Surveying and mechanical drafting.

Mr. VESTAL. Under section 2?

Mr. LIND. Yes, sir; my application was filled out for that.

Mr. VESTAL. Was that in the letter? Have you a copy of that letter?

Mr. LIND. I haven't a copy with me, but the Federal board has that on file in their office.

Mr. VESTAL. That is all.

Mr. BRAND. Who was this that examined your right ear the last time?

Mr. LIND. Dr. Vilas.

Mr. BRAND. Where does he live?

Mr. LIND. I couldn't say where he lives. He is at the Bureau of War Risk.

Mr. BRAND. In New York or here?

Mr. LIND. In New York.

Mr. BRAND. I want to know if you recall the date of the letter you did not bring with you?

Mr. LIND. I can't give you the exact date.

Mr. BRAND. Do you remember the month?

Mr. LIND. It was along in August or September.

Mr. BRAND. Now you knew you were coming down here to testify, and you brought a lot of letters; why didn't you bring that one?

Mr. LIND. I couldn't find the rest of them. I have it mislaid at home.

Mr. BRAND. You haven't had any difficulty in hearing Dr. Fess, have you?

Mr. LIND. I am facing him at an angle where the sound drifts.

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Mr. BRAND. You have heard every question he propounded to you, haven't you, and answered it?

Mr. LIND. I can only hear from the drifting of his voice.

Mr. BRAND. Isn't it true that you have heard every one of his questions and answered them promptly?

Mr. LIND. I did.

Mr. BRAND. He doesn't talk any louder than I do, does he?

Mr. LIND. Well, there is not very much difference in the tone of your voice and his.

Mr. BRAND. Now you say you worked for a while. What did you do?

Mr. LIND. I worked for the Brooklyn Union Gas Works in the Borough of Brooklyn, N. Y.

Mr. BRAND. What did you do?

Mr. LIND. I was testing gas for them.

Mr. BRAND. What did you get?

Mr. LIND. I got wages less than what I was working for before I went into the service.

Mr. BRAND. What was it?

Mr. LIND. $15. I had to take it or go without because I didn't get anything from the compensation bureau then.

Mr. BRAND. $15 a week?

Mr. LIND. Yes, sir.

Mr. BRAND. How far are you sitting from Dr. Fess, the chairman of the committee?

Mr. LIND. I am not accurate, sir; in judging that. I am sitting a little over 3 or 4 yards.

Mr. BRAND. What noise is there about polishing wood that disturbs you, makes you nervous?

Mr. LIND. The noise of the machine.

Mr. BRAND. Do you polish wood in the room where the machine is, or do you polish on the machine?

Mr. LIND. I polish it where the machine is.

Mr. BRAND. How old are you?

Mr. LIND. Twenty-two. I will be 23 next month.

Mr. BRAND. Is there any discharge from your ear now?

Mr. LIND. Not at present, sir.

Mr. BURROUGHS. I wanted to ask Mr. Lind one or two questions. You spoke about having been delayed a period of nine months. I don't quite get that. I mean I don't see where you get the nine months. You applied, as I understand, some time in July.

Mr. LIND. The 1st of July, sir, until the 1st of March is nine months.

Mr. BURROUGHS. Until the first of the following March? But I understood you to say that in December you were notified.

Mr. LIND. I applied for vocational training on the 1st of July at the Federal board's office. They sent me for an examination then to 80 Broadway to file my claim for compensation. From there I had to go back to the Federal board, and the Federal board, after they took down and looked over my papers, told me that they would give me an introduction to Helfley Institute. I went to Helfley Institute, and from Helfley Institute they gave me a letter to bring back to the Federal board, to Mr. Solender, telling me that I could start training in September. I went to Mr. Solender since and tried

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to find out why I didn't get my training. He told me my case was disapproved in the central office.

Mr. BURROUGHS. What was his reason for that?

Mr. LIND. They said mine was only a minor disability.

Mr. BURROUGHS. When did they tell you that, in September?

Mr. LIND. The latter part of September or the early part of October.

Mr. BURROUGHS. Then in December, as I understood you to say, you were finally refused this training?

Mr. LIND. I was, sir.

Mr. BURROUGHS. Then how were you kept in waiting?

Mr. LIND. In December I was refused the section 2 training. Then in this month I received a letter from them dated March 10 telling me to come over to the office and if there was any further evidence that I could produce which shows that I am eligible for training under section 2, I should give it to them.

Mr. BURROUGHS. That is, the board showed a willingness to give you section 2 training if you could show that you could come within the class that was entitled to it; isn't that right?

Mr. LIND. They could get that information, sir, without me going there from my home. That is in the office, the files.

Mr. BURROUGHS. You have always known, haven't you, Mr. Lind, whether you were entitled to section 2 training, which includes your maintenance and support, or whether you should have section 3 training, was not a question for the board to determine at all, but was a question depending upon the medical evidence in your case? You have always known that, haven't you?

Mr. LIND. No, sir; I did not.

Mr. BURROUGHS. Hasn't that ever been explained to you?

Mr. LIND. It has not been explained to me, sir.

Mr. BURROUGHS. What did you think section 2 training depended upon?

Mr. LIND. I thought it depended upon a man drawing from 10 per cent disability on, the way it was explained to me by Mr. Solender.

Mr. BURROUGHS. Didn't you know that any man that was capable of returning to gainful occupation was not entitled to the section 2 training?

Mr. LIND. No, sir.

Mr. BURROUGHS. You didn't know that?

Mr. LIND. No, sir; I did not.

Mr. BURROUGHS. And that has never been explained to you?

Mr. LIND. It has not.

Mr. BURROUGHS. By the board or anybody else?

Mr. LIND. No, sir.

Mr. BURROUGHS. What did they say to you when they told you that you could not have section 2 training? What reason did they give you for it?

Mr. LIND. That my case was disapproved.

Mr. BURROUGHS. For what reason?

Mr. LIND. Because it was a minor disability.

Mr. BURROUGHS. Well, you understood that as early as September, didn't you? Did you, or did you not, understand that as early as September?

Mr. LIND. From their statement I understood it, but I went to the Bureau of War Risk, and I don't think the Bureau of War Risk agreed with them.

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Mr. BURROUGHS. Are you engaged in any employment now?
Mr. LIND. No, sir.
Mr. BURROUGHS. What employment have you had since you were discharged?
Mr. LIND. I worked for the Brooklyn Union Gas Co. for awhile, and then I took anything I could get for awhile.
Mr. BURROUGHS. What proportion of the time since you have been discharged have you been employed in some manner?
Mr. LIND. I worked for at least three months down at the dock in New York, checking up.
Mr. BURROUGHS. When was that?
Mr. LIND. That was along toward December.
Mr. BURROUGHS. When did you begin and when did you close? You said about three months.
Mr. LIND. Around October.
Mr. BURROUGHS. From October until about December?
Mr. LIND. Around the latter part of September or the early part of October.
Mr. BURROUGHS. What did you earn?
Mr. LIND. I was getting the same as I was getting with the gas company.
Mr. BURROUGHS. How much was that?
Mr. LIND. $15.
Mr. BURROUGHS. $15 a week? How much could you earn or did you earn before you were in the service?
Mr. LIND. I was working at piece work before I went into the service.
Mr. BURROUGHS. How much were you able to earn that way?
Mr. LIND. Depending on the amount of work I was doing.
Mr. BURROUGHS. My colleague suggests that my hearing is not as good as yours. I think that is about right. How long has it been since you have seen this Merriam letter that you refer to?
Mr. LIND. I did not quite understand what you said.
Mr. BURROUGHS. How long has it been since you have seen this letter from Dr. Merriam that you have?
Mr. LIND. What letter do you have reference to?
Mr. BURROUGHS. The one in which you say he spoke of you as being eligible for section 2 training.
Mr. LIND. That was in the latter part of August or the latter part of September or October.
Mr. BURROUGHS. Was that when you received it?
Mr. LIND. Yes, sir.
Mr. BURROUGHS. You have not seen it since you received it?
Mr. LIND. I have seen it.
Mr. BURROUGHS. How long ago? My question was how long has it been since you last saw it?
Mr. LIND. I had it in my hand when I presented the letters to the correspondent of the Evening Post and I have not seen it since.
Mr. BURROUGHS. You sent it to the correspondent?
Mr. LIND. No, sir; I sent to one of the men that came to get the interview from me.
Mr. BURROUGHS. Who was that man?
Mr. LIND. Mr. Browning.
Mr. BURROUGHS. You handed this letter to him?
Mr. LIND. I sent it to him.

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Mr. BURROUGHS. He has not returned it to you?

Mr. LIND. I doubt if he returned it, I can not say that he returned it or did not return it.

Mr. BURROUGHS. Is Mr. Browning present here?

Mr. LIND. No, sir.

Mr. BURROUGHS. Do you understand he is going to be here?

Mr. LIND. I understand from what the paper said, only what has been in the paper.

Mr. BURROUGHS. What do you understand about that, that he is coming or not?

Mr. LIND. His name has been given as a witness.

Mr. BURROUGHS. Then he can probably produce this letter?

Mr. LIND. If he has it.

Mr. BURROUGHS. He had it the last you knew?

Mr. LIND. He had it the last I knew.

Mr. BURROUGHS. So far as you know, he has never returned it to you?

Mr. LIND. I can not swear to that.

Mr. BURROUGHS. Did he or did he not return it to you?

Mr. LIND. That is something I must not swear to. I can not give a definite answer to that.

Mr. BURROUGHS. What is your best judgment or memory on it, did he or did he not?

Mr. LIND. I remember giving it to him. I do not remember whether he gave it back to me or not.

Mr. BURROUGHS. That is all.

Mr. DONOVAN. I did want to ask you one thing. I understand you to state that your hearing, from your opinion, is substantially and totally injured since you discovered that the good ear has now gone back on you. Is that true?

Mr. LIND. Yes, sir.

Mr. DONOVAN. Your first desire after coming out of the Army was because you liked to play around and fool around with it, to get into mechanical engineering and surveying, was that it?

Mr. LIND. Yes, sir.

Mr. DONOVAN. And then if you could not have that, your second choice was stenography and typewriting?

Mr. LIND. That was not my second choice.

Mr. DONOVAN. What was your second choice?

Mr. LIND. I was told that to take something for the time being.

Mr. DONOVAN. At the same time, do you desire to take up stenography, as I understand it?

Mr. LIND. Only from the advice of the Federal Board agent.

Mr. DONOVAN. How did it come about, did you accept that advice, and what was your objection or did you hope to take up stenography?

Mr. LIND. Yes, sir.

Mr. DONOVAN. During your negotiations, after your discharge, with the New York office, do you recall whether Mr. Griffin was then the district manager?

Mr. LIND. No, sir.

Mr. DONOVAN. What time was it that you were negotiating with them; that is, up to September 19, 1919?

Mr. LIND. I was going back on an average of twice a week.

Mr. DONOVAN. With Mr. Farwell?

Mr. LIND. With Mr. Farrell.

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Mr. DONOVAN. I understand it is Farwell. I think I am right in that. Is that the way it is spelled?

Mr. LIND. Yes, sir.

Mr. DONOVAN. But you have no knowledge whether or not Mr. Griffin, during any time you were holding negotiations there, was in control of the office?

Mr. LIND. No, sir; I have not.

Mr. DONOVAN. Will you look and examine into the letters you had there and see if the initials or his name appears any place?

Mr. LIND. No, sir; Mr. Farrell's.

Mr. DONOVAN. What are the other letters you have there to which you have passingly referred but have not put in evidence in a general way? What do they refer to?

Mr. LIND. I have one here to him that I should call and confer with Mr. Chanler, diagnosis, possibility of training under section 3.

Mr. DONOVAN. What day is that?

Mr. LIND. October 26, 1919.

Mr. DONOVAN. That is an invitation for you to again call with the idea of again accepting training under section 3.

Mr. LIND. Yes, sir.

Mr. DONOVAN. Lay that aside and take up the other letter you have already referred to that follows the substance of that. What was the one you just laid down?

Mr. LIND. Part of the one I referred to.

Mr. DONOVAN. Is that part of it, those two sheets you have just laid down?

Mr. LIND. That is one of December 2.

Mr. DONOVAN. What has that reference to?

Mr. LIND (reading). "Your application for training for vocational education has received careful consideration and decision has been made that your disability does not constitute a vocational handicap."

Mr. DONOVAN. That is in December, 1919?

Mr. LIND. December.

Mr. DONOVAN. What is the other one?

Mr. LIND. The other one is March 10. Those are the ones I had laid out.

Mr. DONOVAN. But I understand you have all of them in your file with the exception of the one you received in which you think you are invited to accept training under section 2, and that is the letter which you now state you gave to Mr. Browning and which you had no recollection whether it was returned to you or not?

Mr. LIND. Yes, sir.

Mr. DONOVAN. Could you explain to the committee why that letter, which was evidently the most important one to your career, in your ambitions, you now fail to recollect whether it ever has been returned to you or not?

Mr. LIND. When I gave it to Mr. Browning he was getting the information in regard to it, and he asked me what the Federal board had done for me. I told him they had done nothing.

Mr. DONOVAN. That may be interesting, but it is not illuminating to my question. Do you know why it is? My question was that you can not now recall why it is you have forgotten whether it was ever returned to you or not by Mr. Browning?

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Mr. LIND. Because I gave it to Mr. Browning, and I said I could not recollect whether he gave it back to me or not, because he was desirous to take it with him. I gave him several letters.

Mr. DONOVAN. Then, is it your best judgment now that Mr. Browning has ever returned that letter to you?

Mr. LIND. I can not give you a definite answer to that.

Mr. DONOVAN. Is it then your best judgment that he has not, that he has returned it to you, and you have forgotten it?

Mr. LIND. It might be.

Mr. DONOVAN. You have no definite recollection on that matter at all?

Mr. LIND. No, sir.

Mr. DONOVAN. It has been suggested to me by one of my colleagues on the committee that—I do not recall this and if it is not so just say so, and if it is so you will, of course, admit it—that you also gave Mr. Browning several other letters that have bearing on this subject?

Mr. LIND. I gave him several other letters pertaining to the Federal board.

Mr. DONOVAN. Are any of those letters which you now have here possibly part of those letters that you had thought you gave to Mr. Browning?

Mr. LIND. Not with the exception of one dated March 10.

Mr. DONOVAN. Then, in other words, you can now state positively that all other letters have been returned to you with the exception of one in which you claim you thought you were invited to accept training under section 2 and that you have no memory or recollection definitely at all.

Mr. LIND. Yes, sir.

Mr. KING. You say you were a furniture polisher?

Mr. LIND. A wood polisher.

Mr. KING. When you went into the war? When you came back from the war—this is merely a matter of historical interest—they actually refused to employ you again?

Mr. LIND. Yes, sir.

Mr. KING. What reason did he give?

Mr. LIND. He told me that I was not in good health and needed to go away.

Mr. KING. Did he offer to assist you materially, financially, to get away?

Mr. LIND. He did not, sir.

Mr. KING. For the benefit of history, I would like to know the name and address of that patrioteer?

Mr. LIND. William DeMuth & Co. There was a superintendent there before I left, and when I came back there was a new man in charge as superintendent. I do not know his name. His name was not given to me, but I can identify him by his face.

Mr. KING. You remember his face?

Mr. LIND. Yes.

Mr. KING. What is the name and address of that firm?

Mr. LIND. It is Park Avenue, Richmond Hill, Long Island.

Mr. KING. You made a statement that interested me. You stated that when you went up to the office in New York you put in four hours and a half waiting for somebody to attend to your wants, and while there you observed how they ran the business, and you said there were men there who were not competent to take care of

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the people. Would you explain that more in detail what your observation was that led you to that conclusion? How were they handling things there?

Mr. LIND. A person would go in to register. He would register. They would take the number of every man that goes in and your name and ask if you were ever there before. Then they tell you to sit down until they call your case, your number, and when they call for the number, it would be probably three hours or four, or perhaps more. Then while I was waiting for my turn to be called, I could see fellows that were called and go up; instead of having a man there competent to register men, they had somebody there half the time who was leaving his desk and would walk up and around and go out to see somebody and there would be nobody there.

Mr. KING. At the desk?

Mr. LIND. No, sir.

Mr. KING. Was it a woman or a man at the desk?

Mr. LIND. Man out there and part of the time a woman.

Mr. KING. Where did he go from the desk?

Mr. LIND. I could not say where he went, but he would get up and walk over from the desk and come back probably in 10 or 20 minutes or later.

Mr. KING. Do you know whether they were attending to section 2 men on that date exclusively or not?

Mr. LIND. I could not say which men they were attending to.

Mr. KING. Did you see any of the other operations in the office there except that performed by these men who did not attend to business there at the desk?

Mr. LIND. I could not see from my place what was going on there.

Mr. KING. Did you hear comments made up there by other young men in there?

Mr. LIND. I heard comments.

Mr. KING. What did they say?

Mr. LIND. The same as I have said, that they did not have any competency there.

Mr. KING. Those were the words they used, lack of competency?

Mr. LIND. Yes, sir.

Mr. ROBSION. Where were you born, Mr. Lind?

Mr. LIND. In Brooklyn, sir.

Mr. ROBSION. Did I understand you to say that you were in high school before you went into the service?

Mr. LIND. I said I started to go into high school in the evening.

Mr. ROBSION. Did I understand you to say that you quit school to enter the service?

Mr. LIND. I did, sir. I quit going to high school in the evening. I enlisted June 4, 1917, was discharged June 28, 1919.

Mr. ROBSION. Did you leave school to enter the service?

Mr. LIND. I left the evening school to enter the service.

Mr. ROBSION. And in the service you have lost the entire use of your left ear for hearing?

Mr. LIND. Yes, sir.

Mr. ROBSION. And you tell the committee that from a recent examination your right ear is also affected?

Mr. LIND. I stated from what I heard the doctors say Saturday. I have the diagnosis with me.

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Mr. ROBSION. What opinion did he express, if any, as to whether this would develop in the right ear and become worse?

Mr. LIND. He just said it was bilateral the same as in the left ear.

Mr. ROBSION. Before you entered the service, at your work in polishing wood, you could earn about $18 a week, is that true?

Mr. LIND. I could, sir.

Mr. ROBSION. What would that service pay now under the new conditions?

Mr. LIND. I can not stand the noise, sir.

Mr. ROBSION. What would it pay for that kind of work now?

Mr. LIND. I do not know what they are getting at the present time, sir.

Mr. ROBSION. You say you did accept some employment because of the fact that you had to take some employment to make a living for yourself and mother?

Mr. LIND. Yes, sir.

Mr. ROBSION. Is your father living?

Mr. LIND. Yes, sir; but I do not know where he is.

Mr. ROBSION. You are the support of your mother, are you?

Mr. LIND. I am not living with my mother.

Mr. ROBSION. Do you support her?

Mr. LIND. I contribute to her to the best of my means.

Mr. ROBSION. What is the charge or complaint that you make against the board.

Mr. LIND. Neglect of duty.

Mr. ROBSION. Do you understand that the board would be authorized under law to give you training under section 2?

Mr. LIND. I do not quite understand.

Mr. ROBSION. Do you understand that the law would permit the board to give you training under section 2 under your present rating of disability?

Mr. LIND. The thing with me was that it was never told to me that I could appeal to the board in Washington or that I could appeal my case to anyone, to the Congressman of my district. It was never put before me that I could appeal my case.

Mr. ROBSION. I do not believe you have answered my question. Has anyone advised you or do you understand the law to be such that the board is authorized or would be permitted to give you training under section 2?

Mr. LIND. I understand to be that, sir.

Mr. ROBSION. And then if they are not authorized or permitted under the law, as it passed Congress, to do that, then you have got a wrong idea about that part of it, have you not?

Mr. LIND. Yes, sir; I beg your pardon. I understand every man that receives 10 per cent disability is entitled to vocational training.

Mr. ROBSION. If you are wrong in your conception of the law?

Mr. LIND. They have been authorized through the act of Congress.

Mr. ROBSION. As far as I am concerned I feel then, that this great Government—did you volunteer into the service; did you?

Mr. LIND. I did; I enlisted when I was 20 years old.

Mr. ROBSION. You lost your hearing, and have your hearing impaired. I think you ought to have training. That is the way I feel about it. The question is: Is the board authorized to give you the training with pay as provided by section 2 as the law is at present?

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Mr. LIND. Under the Federal act they have been authorized to give a man training who has not received compensation. The Federal act says so, and there were lectures given on it.

Mr. ROBSION. You tell the committee that you can not pursue or follow your usual work before you entered the service, because of this injury you received in the service. Is that true?

Mr. LIND. Yes; because my former employers refused to take me back.

Mr. ROBSION. Have you tried the experiment to close your right ear and see if you could hear anything at all?

Mr. LIND. I have tried it before the doctors and it does not work. I can not now, sir.

Mr. ROBSION. You can not hear anything with the left?

Mr. LIND. The doctors that examined me can vouch for it.

Mr. ROBSION. How is your health otherwise? You spoke about nervousness?

Mr. LIND. I am nervous.

Mr. ROBSION. It is due to your injury in the service?

Mr. LIND. It is not only due to the injury, but I had several operations while I was in the service.

Mr. ROBSION. Were they other than for the ear?

Mr. LIND. Yes, sir.

Mr. ROBSION. What are the others.

Mr. LIND. Hemorrhoids, appendix, and tonsilitis, and other sickness while I was in the service.

Mr. ROBSION. Were you in several engagements?

Mr. LIND. I was in at least three or four or five.

Mr. ROBSION. You spoke about the shell which passed near your head?

Mr. LIND. It did not burst very far away.

Mr. ROBSION. Did the doctor tell you that it caused this injury to your ear?

Mr. LIND. Their examination proved it did.

Mr. ROBSION. Were you rendered unconscious at the time or knocked down?

Mr. LIND. I was stunned; not rendered unconscious.

Mr. ROBSION. How long were you in the hospital?

Mr. LIND. I was in the hospital from September up to the time I was sent back until I landed back here.

Mr. ROBSION. You feel that the board should have advised you sooner that you could not get training under section 2?

Mr. LIND. I do not agree with you, sir.

Mr. REED. When you went into the office, the first man whom you met was the man with whom you registered?

Mr. LIND. Yes, sir.

Mr. REED. Was he kind and considerate and took an interest in you at all?

Mr. LIND. No, sir; that he did not.

Mr. REED. What did he do that way?

Mr. LIND. He told me to stand in line, take your time, get in line, and take your turn. I did not think that was courteous.

Mr. REED. That is what we are getting at. Who was the next person you saw?

Mr. LIND. I waited there until I saw the one ahead of me registered and then when I registered I asked him what I should do in regards to filing my claim for vocational training.

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Mr. REED. Was he personally interested then or did he treat you the same way as the other fellows?

Mr. LIND. They did not treat me any too civil, sir.

Mr. REED. In what way?

Mr. LIND. About the same as I mentioned before. They said sit down; we will take care of you later.

Mr. REED. Were these men you interviewed officers, as far as you know?

Mr. LIND. I could not say whether they were officers or not, sir.

Mr. REED. I understood you to say that you did not know that you had the right to appeal?

Mr. LIND. No, sir; I did not.

Mr. REED. Of course, this hearing is had upon specific charges that have been made that call for this hearing. Your charges are practically charges of inexcusable delay and a number of cases are cited and they cite your case here. Mr. Littledale presented these charges before the committee and makes this statement here: "Mr. Lind appealed from this ruling of the board and his appeal was not allowed." Did you tell Mr. Littledale that?

Mr. LIND. I told him, a representative that came to me, Mr. Browning, and I saw Mr. Farwell; that is, if I should do anything in regard to making an appeal, and I was not given any advice about it.

Mr. REED. You did appeal it?

Mr. LIND. I appealed it through my own efforts without their advice. Nobody told me about it.

Mr. REED. Where did you say that you learned you had the right to appeal?

Mr. LIND. I learned it from men that were disabled.

Mr. REED. You did not get the advice from the Federal board?

Mr. LIND. No, sir; I did not. No advice was given to me.

The CHAIRMAN. Before we excuse you, Mr. Lind, you stated that you were ordered to stand in line. Were there very many in the room?

Mr. LIND. There were 15 or 20 ahead of me.

The CHAIRMAN. Anyone without legs or arms?

Mr. LIND. No, sir.

The CHAIRMAN. Or anyone that you could see was seriously physically disabled that would have to take a good deal of time?

Mr. LIND. Probably there were some. I went up to the desk and was told to go back there and get in line with the rest of them. Probably there were men ahead of me.

The CHAIRMAN. If there were 15 or 20 to be examined ahead of you, that would necessitate a considerable time, would it not? That might account for the four or five hours you had to wait in the office. That would be reasonable, would it not?

Mr. LIND. The way I look at it, these men had been there before and came in to find out about their training. Others probably came in the same as I did the first time.

The CHAIRMAN. We realize here in Washington that if we go to see somebody we have to stand in line and wait our turn. It is a source of a lot of fretfulness, but we have to stand it.

We are very much obliged to you, Mr. Lind. If you will report to the clerk, he will see that you have your transportation expenses.

Let me say to the committee that we have one witness here who left a very ill wife and wants to return and I think the committee ought to hear him.

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Mr. DONOVAN. Then let us hear him.

The CHAIRMAN. It is a little out of order. It is not on some of the charges here.

Mr. BRAND. How long will it take him?

The CHAIRMAN. I think not very long.

STATEMENT OF MR. CHARLES H. WINSLOW.

The CHAIRMAN. Give your full name to the stenographer.

Mr. WINSLOW. Charles H. Winslow.

The CHAIRMAN. You were once connected with the work of the Federal board, were you not?

Mr. WINSLOW. Yes, sir.

The CHAIRMAN. When did you first become identified with the work of the board?

Mr. WINSLOW. On August 11, 1917.

The CHAIRMAN. What had been your experience in vocational training before, just briefly?

Mr. WINSLOW. I have been interested in vocational training for many, many years, 20 years, probably, as a member of the Commission on Industrial Education of the State of Massachusetts, 1906. 1907, and 1908. I was a member of the Federal Commission for Federal Aid for Vocational Education, of which the chairman is a member, in 1914. During the intervals I have made many studies of industries for the purposes of vocational education in the schools, and studying schemes of training under the Massachusetts commission, in England, Ireland, France, Belgium, and Holland.

The CHAIRMAN. When did you discontinue your relationship with the board?

Mr. WINSLOW. September 30, 1919.

The CHAIRMAN. What was your particular work at that time?

Mr. WINSLOW. Chief of the division of research.

The CHAIRMAN. You discontinued by submitting your resignation?

Mr. WINSLOW. Yes, sir; simply submitting resignation to take effect on September 30.

The CHAIRMAN. Would you care to state why you discontinued your work?

Mr. WINSLOW. I will, but I would like to say prior to that that the record seems to give the impression that I had written a letter of resignation which is in part in here or in whole, I think. That is an error in the record. This material here is the result of an interview by the correspondent of the Boston Transcript and is not my resignation.

The CHAIRMAN. Did you refer to the page of the record?

Mr. WINSLOW. Page 22.

The CHAIRMAN. Page 22 of the hearings of March 13?

Mr. WINSLOW. Yes, sir.

The CHAIRMAN. This was given in connection with Mr. Littledale's testimony.

Mr. WINSLOW. So it seems.

Mr. KING. What hearings were these?

The CHAIRMAN. Hearings before this committee. Would you state again, Mr. Winslow, what this letter printed here was?

Mr. WINSLOW. This is the result of an interview by the correspondent of the Boston Transcript.

The CHAIRMAN. You did not give this letter then to Mr. Littledale?

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Mr. WINSLOW. No, sir; do not know Mr. Littledale, never saw him.

Mr. BRAND. You know him now, do you not?

Mr. WINSLOW. No, sir.

The CHAIRMAN. Would you proceed to state now why you disconnected yourself from the board?

Mr. WINSLOW. Early in the life of the board, and it must be understood that personally all of my dealings were with the director. The director submitted to me a very rough outline of the relation between administration and research.

The CHAIRMAN. Was that Dr. Prosser?

Mr. WINSLOW. Yes, sir. I made a copy of his rough draft which looks something like this [indicating]. Beginning with a small group of men, it increased to 1926, with a large number of men and women. My understanding from that was that I was to go forward with the selection from the civil-service channels, of course, of a staff to carry on the work of research for the board. I think I said to Mr. Prosser the day that he left that we have gone far afield from the original scheme as submitted by him. His answer to that was we have not changed. I said we have if you have not, because we understood, at least, that the research was to be done in the research division, but we have had research work being done outside of the research division. We have had documents prepared of which the research division knew nothing. The policy was so everchanging, so impossible to keep up with, that I determined it was better for me to get out.

The CHAIRMAN. There was some research work that was not falling under your direction?

Mr. WINSLOW. Yes.

The CHAIRMAN. Did that mean that there was duplication?

Mr. WINSLOW. I would not say that there was duplication of material, but I should say that it was carrying research work into another field.

The CHAIRMAN. How broad was your research work? What did it include?

Mr. WINSLOW. Well, sir, we started out to make studies for the purposes of the States giving information concerning buildings and equipment and the policies of the board with reference to agriculture and home economics and evening schools and that sort of thing.

The CHAIRMAN. Your research work in that case was in reference to vocational educational work rather than rehabilitation, was it?

Mr. WINSLOW. Yes, sir; we went forward with that work.

The CHAIRMAN. Were you to do anything in research touching on rehabilitation?

Mr. WINSLOW. Yes, sir; in July the director asked me to submit to him an outline of the policy to be pursued in research with reference to vocational reeducation, which I did. That is included in this chart [indicating].

The CHAIRMAN. What year was that?

Mr. WINSLOW. 1918. That is shown in this chart here. I was authorized to go forward and organize a research division to include research work with reference to vocational reeducation. We have done some of that prior to that. We had issued some two or three documents prior to that with reference to vocational reeducation.

The CHAIRMAN. Was there any lack of funds for the use of the Vocational Board to carry on the particular work you were doing?

Mr. WINSLOW. I do not know, sir.

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The CHAIRMAN. Dr. Prosser did not offer that?

Mr. WINSLOW. As an excuse, you mean?

The CHAIRMAN. Yes.

Mr. WINSLOW. No; I do not think he ever offered that as an excuse, sir.

The CHAIRMAN. The dissatisfaction that led you to withdraw from the work of the board was that there was a lack of cooperation between your work and the work of the director?

Mr. WINSLOW. I think that there was a deviation from the original policy. For example, in April, 1918, we projected 24 bulletins on safety and hygiene. Probably you remember that?

The CHAIRMAN. I do.

Mr. WINSLOW. It was stated we were going to prepare some 24 bulletins on safety and hygiene for the use of schools in vocational education. I think we had prepared when I left the board two or three and others were in process. The determination of the board to reduce research work, of course, meant that the men who were engaged in that work immediately went out to find positions eleswhere. I think about December, 1918, I was informed that Dr. Snedden was undertaking the preparation of a group of monograms with a committee from New York City. My first intimation was, the first intimation I had of it was through the chief of Division of Rehabilitation of Vocational Education. Then Dr. Chandler—then that work was carried on in New York City and they became joint monographs prepared over in New York City and published by the board. As chief of the Division of Research I had nothing to do with them except prepare them for the printer.

The CHAIRMAN. As the chief of the Division of Research you felt that you ought to have had at least the direction of that sort of work if it is going on outside of the capital here.

Mr. WINSLOW. I naturally understood, sir, that all of the research work would come through me. I expected it.

The CHAIRMAN. Reverting to this published statement in the hearing, you have read that?

Mr. WINSLOW. Yes, sir.

The CHAIRMAN. Is it accurate as it was given by you in that interview?

Mr. WINSLOW. Well, I would not pretend to say that it was accurate. It was so long since I was interviewed, and I never saw the copy until this morning of the interview.

The CHAIRMAN. Have you any information that we were going to have an investigation here until you received my telegram?

Mr. WINSLOW. Why, I think along about October 6 or 8 I received a letter from Representative Rogers saying that he had introduced the inclosed bill and wanted to know if I was interested in it. I did not answer that letter. I was not interested in it.

The CHAIRMAN. Why didn't you?

Mr. WINSLOW. That was my first intimation that the investigation was contemplated. The next information came by telegram, well, it seems to me it must have been two weeks ago, saying, "your presence needed before the Committee on Education now investigating the Federal Board for Vocational Education. Signed by Mr. Littledale."

I did not know who Mr. Littledale was, because I had not been reading the New York papers except the New York Times two or three days a week perhaps, and I immediately answered the telegram

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asking what purpose I could serve and who would bear expenses. I did not know whether it came from the committee or whether it came from the board or where it came from.

Mr. TOWNER. Your reasons for leaving the board, as I understand it, are principally, in the first place, that you feel that there had been an abandonment of the policy of the board as it had been outlined to you by Dr. Prosser?

Mr. WINSLOW. Yes, sir.

Mr. TOWNER. And second because of the fact that while you were given the position of chief of one of the divisions you were not allowed to control the activities of that division but it was given, or at least used, by others?

Mr. WINSLOW. Yes, sir.

Mr. TOWNER. Both of these matters developed before the rehabilitation act went into effect, did they not?

Mr. WINSLOW. No, sir.

Mr. TOWNER. They did not?

Mr. WINSLOW. No, sir.

Mr. TOWNER. I understood you to say, for instance, that it had been suggested as part of the policy of the board that you should outline and publish a list of about 20 monographs and that only 2 of those had been issued? Those did not have anything to do with the rehabilitation of the soldiers.

Mr. WINSLOW. No, sir.

Mr. TOWNER. So that there was a departure from the policy of the board before the rehabilitation act went into effect, was there not?

Mr. WINSLOW. Yes, sir; that is true.

Mr. TOWNER. And of that you complained, did you not?

Mr. WINSLOW. Truly; yes, sir.

Mr. TOWNER. I think the committee would like to know, Mr. Winslow, what you can tell them regarding the policy and activities of the board, particularly with regard to the rehabilitation of the soldiers.

Mr. WINSLOW. Well, sir, I do not think that I am sufficiently familiar with the activities of the board in so far as rehabilitation is concerned to discuss it, except in so far as the preparation of the monographs for the disabled soldiers is concerned. We projected in September something like 100 monographs to go forward immediately with all of the buck-up later that we could prepare and suddenly discovered that they were not so inclined to carry on that work although my information was to the effect that they were doing splendid service.

Mr. WINSLOW. Yes, the monographs I speak of were known as joint monographs prepared by a committee of which Dr. Snedden was chairman, and something like 50 of them were for disabled soldiers and sailors in the hospitals. They were supposed to be prevocational literature.

Mr. TOWNER. You did not leave the board simply because they did not publish these particular monographs?

Mr. WINSLOW. No.

Mr. TOWNER. You would not say that the omission to publish these monographs was a serious criticism of the activities of the board with regard to the rehabilitation of the soldiers?

Mr. WINSLOW. I would not pretend to say.

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Mr. TOWNER. The fact is, Mr. Winslow, that your leaving the board has very little to do with the soldier proposition or the rehabilitation act?

Mr. WINSLOW. I was never lost a moment after I left.

Mr. TOWNER. I did not mean that your services were of no value, but I meant that your reason for leaving was not occasioned by the way, particularly, in which the board treated the soldiers? Is that true?

Mr. WINSLOW. No, sir.

Mr. BURROUGHS. I understood you to say that this statement, which is found on page 22 of the hearings, No. 2, Saturday, March 13, 1920, as a part of Mr. Littledale's charges was, in fact, an interview given by you to a Boston newspaper; is that right?

Mr. WINSLOW. Yes, sir.

Mr. BURROUGHS. And was not in fact at all a part of your letter of resignation?

Mr. WINSLOW. It was not, sir.

Mr. BURROUGHS. I think that is all.

Mr. ROBSION. You state in substance that you severed your connection with the vocational work because of the change in policy on the part of the board. Is that true?

Mr. WINSLOW. Yes, sir.

Mr. ROBSION. Would you say that the change of policy was beneficial or detrimental to the cause of the soldier?

Mr. WINSLOW. I would not pretend to say.

Mr. ROBSION. You can not tell the committee what effect that change had, could you?

Mr. WINSLOW. No, sir.

Mr. ROBSION. So far as benefiting the soldiers in this vocational training?

Mr. WINSLOW. No, sir.

Mr. ROBSION. And so far as you can see, the change of policy may have been beneficial?

Mr. WINSLOW. It may possibly have been, and probably it was.

Mr. ROBSION. You make no charges against the Vocational Board in its administration of the rehabilitation law since it went into effect, do you?

Mr. WINSLOW. I make no charges.

Mr. ROBSION. Could you make any?

Mr. WINSLOW. I have no charges to make.

Mr. ROBSION. Do you know of any criticism, adverse criticism, that could fairly be made of the administration of this law by the Vocational Board?

Mr. WINSLOW. I have not been in touch with the board and its works since the last of September.

Mr. TOWNER. I would like to state that so far as my individual impression of the work of Mr. Winslow is concerned, I deeply regret the fact that he has not stayed on the board.

The CHAIRMAN. That is true of a lot of them.

Gentlemen, we will meet to-morrow morning at 10 o'clock.

(Thereupon, at 5.10 o'clock p. m., the committee adjourned to meet again at 10 o'clock a. m., Tuesday, March 30, 1920.)

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CHARGES AGAINST THE FEDERAL BOARD FOR VOCATIONAL EDUCATION.

COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Tuesday, March 30, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will resume its investigation. Is Mr. Wright present?

Mr. WRIGHT. Yes.

STATEMENT OF MR. GILBERT E. WRIGHT.

The CHAIRMAN. Give your full name and address to the stenographer.

Mr. WRIGHT. Gilbert E. Wright, 155 West Forty-second Street, New York City.

The CHAIRMAN. Are you a service man, Mr. Wright?

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. You have had some experience with the Federal board as an applicant for training?

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. You may proceed to tell the committee your experience. Proceed in your own way, unless some one interrupts you with questions.

Mr. WRIGHT. While at the general hospital No. 38, Eastview, N. Y., a vocational officer came to me and filled out my papers. He asked me what kind of a course I would like to take there, and we had a talk, and he finally decided that I should take a wireless operating course. So he filled out my papers and said, "While you are here you can go right into training." They had aids there to give you this training, so I started to learn how to become a wireless operator. About a month later I was discharged. When I was having this talk with him he told me as soon as I got discharged to come down to the Federal board and they would put me right into training. A week after discharge I reported to the Federal board and they took out my case and he said, "Where is your discharge?" I showed him my discharge, and he marked me down, cutting from my discharge 50 per cent disability. That was marked on my discharge. He never examined me at all. He told me, "Now, you go down to 280 Broadway, and you will hear from us in a couple of weeks." I never heard anything from that at all until I got so sick and tired of waiting around and being sent out in the country, and I did not have any money. The war camp community would send me to those people who were willing to take in disabled soldiers for a couple of weeks at a time. I did that from

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May until August. Never a word from the Federal board. So I got restless and nervous and disgusted, and I went to the Red Cross, the Home Service, and stated my case. They had never bothered me at all, never sent me any notices or anything or taken up my case at all, as far as I know. She said, "I will get right in touch with the Federal board." She went down to the Federal board and stated my case and told them I had an offer of going into the automobile business as an executive in charge of a big garage and I would like to give this boy a training in that line. So he said, "We will see what we can do for him." So that went over again, and he said, "You will have to come down to 280 Broadway and be examined again." I do not know why they sent me down there.

The CHAIRMAN. Was that the second time?

Mr. WRIGHT. That was another time, the second time.

The CHAIRMAN. Was it the same officer who told you that?

Mr. WRIGHT. No. The first officer; I do not know his name; that is, the first doctor.

The CHAIRMAN. Was it at the same office?

Mr. WRIGHT. It is on Fifth Avenue. He sent me down to the War Risk Insurance and tells them they sent me down for an examination and Dr. King said, "His case was all gone over months ago. We have nothing to do with you any more. Your case has been settled." So I went back to the Red Cross and told them what they told me, and did not get any satisfaction, so they called up the Federal board again and they said, "Send him over," and I went over again a couple of days afterwards, or the next day. He started to talk it over and I told him I had an offer to go into the automobile business, and he said, "All right; we will fix you up," so he put me down for a course as a private secretary. About two weeks later the case came back approved and I was notified to report to the office and start in training.

The CHAIRMAN. That was the third time.

Mr. WRIGHT. That was the latter part of August, the last of the month. I went down there and they sent me to the Merchants and Bankers School to take a course as a private secretary. While there I could not get interested in it. They gave you a bunch of books. I knew nothing about bookkeeping or anything else. They said the lesson will be on page so and so. I looked at the lesson. I did not know what a piece of ledger paper was even and they had about 40 people in the class. He said, "If there are any questions when you copy this ledger business on a piece of paper, raise your hand and we will answer them."

The CHAIRMAN. What had been your training before? Had you had high-school work? How much school work had you?

Mr. WRIGHT. I had one more year to go in the grammar school.

The CHAIRMAN. You mean by that you did not get into the high school?

Mr. WRIGHT. No; I never got into high school. I have been chauffeur most of the time and I had this offer to go into it. A lady offered to put me up in business as an automobile manager.

The CHAIRMAN. If I understand your story, you first wanted to go into wireless?

Mr. WRIGHT. I did not want to, but the Federal board advised me to take that up.

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The CHAIRMAN. Why did you not take it up?

Mr. WRIGHT. When I went to the Federal board they said to me that I could not take wireless because my physical condition would not permit it.

The CHAIRMAN. Then you made an application for automobile training?

Mr. WRIGHT. Yes, sir; training in some kind of line where I could take charge of a garage, but they thought it was best for me to take a private-secretary course.

The CHAIRMAN. The board did not agree with your application and directed you to take some clerical work?

Mr. WRIGHT. Yes, sir. They said that would fit right into my automobile business.

The CHAIRMAN. This was the latter part of August?

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. What else?

Mr. WRIGHT. So I went about four times and sitting in a classroom, nobody giving instruction. The teacher never gave out instructions.

The CHAIRMAN. What school was this?

Mr. WRIGHT. The Merchants and Bankers School, Madison Avenue. I think it is Forty-ninth Street or Fiftieth Street, right on the corner. I went there five times and got in such a tiresome condition I did not feel like taking it up any more. I was not learning anything. The teacher did not instruct in anything and I had taken up all of her time. I had to have a private instructor under this man's instructions. There were 40 in the class and I never knew anything about bookkeeping. They were halfway through the book and all he said was, "Copy this off on that paper and if you have any questions, just ask them." I could have been asking questions all day.

The CHAIRMAN. Your preparation was in grammar school and you think you were not prepared to go into this school conducted by that business association?

Mr. WRIGHT. No, sir. It was in 1906 when I left school and that has been so long ago that I have forgotten half I ever knew.

The CHAIRMAN. What was your service?

Mr. WRIGHT. I was in the provisional ammunition train No. 1.

The CHAIRMAN. Were you injured?

Mr. WRIGHT. No, sir. I was taken sick January 6.

The CHAIRMAN. How long were you in the hospital?

Mr. WRIGHT. From January until May, 1919.

The CHAIRMAN. Upon what grounds did you base your claim for training under the Vocational Board?

Mr. WRIGHT. On my 50 per cent disability.

The CHAIRMAN. You were discharged with 50 per cent disability?

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. What are you doing now?

Mr. WRIGHT. Nothing.

The CHAIRMAN. How long since did you give up that training?

Mr. WRIGHT. Well, I gave it up in September. I never bothered. I said I just as leave get along without it.

The CHAIRMAN. What is your specific charge against the board?

Mr. WRIGHT. My specific charge is that they neglected me from the time I was discharged up to the time I took my training and then

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I would not have got any training unless I got so disgusted I had to get the Red Cross to get after them. Also the schools where they send you to are not the proper schools to send a man because they are not schools where they give you instructions.

The CHAIRMAN. The board has not denied training to you?

Mr. WRIGHT. No.

The CHAIRMAN. Your contention is that they sent you where you were not fitted to go and wanted you to do a kind of work that you could not do?

Mr. WRIGHT. I was not interested in that kind of work. I wanted to learn something pertaining to automobiles, something where I could be put in charge of a garage. I would be willing to even go to work in a garage.

The CHAIRMAN. Would you hold the board responsible for your dissatisfaction in attempting to do what you claim you can not do? Is it the board's fault or is it yours?

Mr. WRIGHT. I think it is the board's fault.

The CHAIRMAN. Your complaint is that if you could have prepared to do the work with automobiles, that you could have done it all right.

Mr. WRIGHT. No; I do not want to do anything on automobiles. I wanted to be put in a position of training where I could take charge of a garage, not work in the garage. That was not my idea at all, to work, but to take charge.

The CHAIRMAN. You wanted a business training that would enable you to conduct a garage.

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. What would be necessary in order to do that?

Mr. WRIGHT. I do not really know what training would be necessary, but I know that the private secretary course would never fit me as an executive in a garage.

The CHAIRMAN. I should think that such a man ought to have some information as to how to keep books, because he would be responsible for the garage and ought to know what is being done.

Mr. WRIGHT. That was just one of the lessons. I had about 15 and it was a two or three year course. That was bookkeeping, English, and commercial law, and everything, and by the time I qualified for the purpose I would never be in an automobile business, I would be private secretary. They put you into a position you have been training for. I understand you were supposed to get what was best for you, and if you take a course you take it while in training.

The CHAIRMAN. Your idea was that if you had taken the course they had offered you, it would not have fitted you for automobile management?

Mr. WRIGHT. No, sir; because I would not have an opportunity to be in contact with the automobile business while I was in as private secretary.

The CHAIRMAN. Then your complaint is that the board's direction was not rating you to a kind of work you wanted to do?

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. The board really ought to be more capable of deciding that than you.

Mr. WRIGHT. The board is, but I do not think the men are. The advisors there when advising me told me that I was not fitted for

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this on account of my disability, and another man came along right behind me and got the same thing that I wanted, to take up wireless operating, and he was worse off than I was.

The CHAIRMAN. Vocational guidance is a profession in itself, and very often a young man wants to do a thing and is anxious to do a thing and is not capable of doing it, and then any authority directing him in line according to their judgment ought to be more capable of deciding it than the individual himself. That seems to be the general experience in the world to-day.

Mr. WRIGHT. That might be all right amongst professional men, I should judge. but as far as some of the advisors that they have got there, I do not think they could become a good chauffeur, even, in my opinion, because even the doctors there, when I put my discharge in—that man never examined me, did not give me a physical examination, but sent me down to 280 Broadway, and I got 100 per cent permanent disability. That is the difference.

Mr. TOWNER. You were given a 50 per cent disability by the war risk?

Mr. WRIGHT. No, sir; I was discharged from the Army with 50 per cent disability.

Mr. TOWNER. Have you received any compensation from the War Risk Bureau?

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. Are you doing so now?

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. What are you receiving?

Mr. WRIGHT. $100 per month.

Mr. TOWNER. You were given a rating by the War Risk Bureau, or else you could not have had $100 a month.

Mr. WRIGHT. Yes, sir; I do not know what you mean by rating.

Mr. TOWNER. Of course, you understand that the amount you receive is governed by the degree of disability.

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. And they have to determine the degree of disability, and, of course, your disability was fixed at $100. That is, permanent disability, is it not?

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. Permanent disability would disqualify you from doing any manual labor, would it not?

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. So that what you wanted to do was to have preparation for taking charge of a garage?

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. You understood the automobile business pretty well, and thought that if you could learn the necessary office training, that you could prepare yourself to take charge of a garage.

Mr. WRIGHT. Yes, sir.

Mr. TOWNER. What is your idea, Mr. Wright, as to how you could secure this training?

Mr. WRIGHT. By being put into the office of an automobile concern.

Mr. TOWNER. Did you ask them to do it?

Mr. WRIGHT. No, sir.

Mr. TOWNER. Did you suggest it to them?

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Mr. WRIGHT. No; I did not suggest it to them. I told them I had been offered a position, a position to take over a garage, a big garage, if capable of taking such a position.

Mr. TOWNER. After you had gone to that school and found out that it was not practicable for your purposes, did you call the attention of the Vocational Board to that fact?

Mr. WRIGHT. No; I did not.

Mr. TOWNER. Why did you not do so?

Mr. WRIGHT. I do not know why I did not. I just went up and told them I was sick and disgusted with the whole thing and did not want any more training. That is what I told them. I did not want to have anything more to do with them and I would not go near them.

Mr. TOWNER. It would not have made any difference to you, then, what they would have advised you, you would not have acted on that advice after you became disgusted with them.

Mr. WRIGHT. In my condition at that time I was out of my head altogether. I was in such a state I would fight anybody.

Mr. TOWNER. So far as you know, the idea of being placed in a garage for the purpose of running the business and its management was never called to the attention of the board at all?

Mr. WRIGHT. No; they were supposed to be men that are capable of advising you according to the chairman's opinion.

Mr. TOWNER. I suppose they thought it would be a good thing for you to go to this school and learn this work?

Mr. WRIGHT. They would or otherwise they would not have sent me.

Mr. TOWNER. That is what I supposed. After you found out that that was not practicable for your purposes, don't you feel that you were under some obligation to call their attention to the fact so that they could have acted upon your knowledge which they evidently did not possess?

Mr. WRIGHT. I do not necessarily call it not practicable. Some of that work would have been very useful to me in training, but it was the kind of school where you could not really learn anything unless you knew something.

Mr. TOWNER. But do you not think that you were under some obligation to have called attention of the board to the fact that it was not practicable for your purposes, so that they could have found another place for you or permitted it in some way or another?

Mr. WRIGHT. No; I do not think so; because I was so disgusted at that time I did not want to have anything to do with them.

Mr. TOWNER. You are still disgusted?

Mr. WRIGHT. You said it.

Mr. TOWNER. You do not believe it is possible for them to deal justly with your case now?

Mr. WRIGHT. No mistake.

Mr. TOWNER. Do you feel that it is a particular spite or antipathy that they have against you as an individual?

Mr. WRIGHT. Not necessarily; I think it is through ignorance alone.

Mr. TOWNER. Through ignorance generally?

Mr. WRIGHT. Ignorance throughout the whole organization.

Mr. TOWNER. Throughout the whole organization?

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Mr. WRIGHT. There might be a few learned people in it—very few.
Mr. TOWNER. And incompetents?
Mr. WRIGHT. Yes, sir.
Mr. TOWNER. You feel that the whole board is bad, from top to bottom?
Mr. WRIGHT. The New York office. I do not know anything about anybody else.
Mr. TOWNER. The New York office?
Mr. WRIGHT. Yes, sir.
Mr. TOWNER. Who was in charge of the New York office at that time?
Mr. WRIGHT. Mr. Clark.
Mr. TOWNER. Did you ever see Mr. Clark personally?
Mr. WRIGHT. I think I did once. I could not recognize him again. I had trouble when I quit on the end of my month; they would not give me my check. They said they would send it to the school. I said I was not going to school. I quit the school and had got papers closing my case, as I could not be running back and forth. I said I would wait until they would give me my check. They had it lying right on the desk at that time. I had to go to the head of the organization to get my check.
Mr. TOWNER. That was after you had all this trouble?
Mr. WRIGHT. Yes, sir.
Mr. TOWNER. You feel that the whole New York organization is not only incompetent but seems to be composed of men who have had it in for the boys; is that your idea?
Mr. WRIGHT. Their attitude is not very pleasant toward the men; not very congenial.
Mr. TOWNER. Will you not tell the committee why you say that?
Mr. WRIGHT. Just the attitude, judging from the way they talk to you and carry on.
Mr. TOWNER. We want to know how do they talk to you. What do they say? What is their attitude?
Mr. WRIGHT. They act as if they are so important, and you are not supposed to speak out of your turn if you tell them you have been waiting for hours. The men come down there and sit at their desks smoking cigars and act like the President himself; as though they were the big men in the place, and I guess they are only clerks.
Mr. TOWNER. Their attitude is not sympathetic toward the boys?
Mr. WRIGHT. No, sir; not at all.
Mr. TOWNER. That is all.
Mr. SEARS. When were you confined to the hospital?
Mr. WRIGHT. January 6, 1919.
Mr. SEARS. You were there how long?
Mr. WRIGHT. I was sent back from France. I was there. I came in on the *Manchuria* hospital ship, as a patient. I was a hospital patient until I was discharged, May, 1919.
Mr. SEARS. What is your trouble?
Mr. WRIGHT. Heart disease.
Mr. DALLINGER. When did you first call at the office in New York?
Mr. WRIGHT. May 22, 1919; one week after I was discharged.
Mr. DALLINGER. Will you tell the committee, as you best recollect, just what happened? What was said; who did you see; that is, who did you see first, etc.

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Mr. WRIGHT. I saw one adviser there. He took charge of my case.

Mr. DALLINGER. Do you know his name?

Mr. WRIGHT. No, sir.

Mr. DALLINGER. This was in the outer office?

Mr. WRIGHT. Yes, sir; I went in to see the doctor. He looked up my case and got my case out of the files. They were filled out by this adviser up at the hospital and it was down there as wireless operator and then automobile tester; something like that; in the automobile line. He said, "You can not take wireless operating with your condition."

Mr. DALLINGER. What was the tone of his voice—pleasant or brisk or indifferent?

Mr. WRIGHT. I could not really tell you at the present time. I did not notice. There was nothing out of the ordinary at that time, but the attitude later on.

Mr. DALLINGER. Just go on and tell us chronologically just what your experience was with these men in the New York office.

Mr. WRIGHT. I walked in to see the doctor. He took me in and said, "You will be examined by a doctor here." The doctor said, "Sit down and fill out the papers and say you are 50 per cent disability." I said, "I do not know what you people give me." He said, "We are through." He did not even examine me, but said, "Go down to 280 Broadway," and then I went outside and asked the adviser, and he said, "You will hear from us in a couple of weeks."

Mr. DALLINGER. Do I understand the doctor made no examination of you?

Mr. WRIGHT. No, sir; none at all.

Mr. DALLINGER. You understood that you were going to be examined?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. That is what you went in there for?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Do you remember this doctor's name?

Mr. WRIGHT. No, sir; but it was a very old doctor and he was quite gray haired. You could easily find out by the records of the office.

Mr. DALLINGER. That was a doctor at the Vocational Board?

Mr. WRIGHT. Yes, sir; the Federal board.

Mr. DALLINGER. Did I understand you to say that he made another examination of you?

Mr. WRIGHT. No, sir; none at all; he even had to ask me what was the matter with me.

Mr. DALLINGER. He made no attempt himself to find out what was the matter with you?

Mr. WRIGHT. No, sir; none at all.

Mr. DALLINGER. Where did you go then?

Mr. WRIGHT. No. 280 Broadway, War Risk Insurance, and was examined there, and they gave me 100 per cent disability—permanent.

Mr. DALLINGER. You were really examined by a doctor?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. How long did the examination take?

Mr. WRIGHT. About 20 minutes.

Mr. DALLINGER. Where did you go from there?

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Mr. WRIGHT. I went home.

Mr. DALLINGER. When was the next visit that you made to the office of the Vocational Education Board?

Mr. WRIGHT. I kept waiting until my funds ran out.

Mr. DALLINGER. How long?

Mr. WRIGHT. The latter part of August.

Mr. DALLINGER. From May until August.

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Before you heard anything from them during that time?

Mr. WRIGHT. Nothing at all. I never received a notice of any kind.

Mr. DALLINGER. Had you left your address with the board?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. What did they tell you after notifying you?

Mr. WRIGHT. They said, you will hear from us in two weeks. It takes about two weeks to have it approved, and to go to 280 Broadway.

Mr. DALLINGER. What date in May?

Mr. WRIGHT. May 22.

Mr. DALLINGER. They told you you would hear from them in two weeks?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Had you left your address with them?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Did you move?

Mr. WRIGHT. No.

Mr. DALLINGER. You stayed at the same place?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. You never received any reply from them at all?

Mr. WRIGHT. No, sir.

Mr. DALLINGER. What did you do in August?

Mr. WRIGHT. In August I went to the Red Cross, and told them I had never heard anything from the Federal board.

Mr. DALLINGER. Do you remember the date in August?

Mr. WRIGHT. No. I can give you pretty near.

Mr. DALLINGER. Approximately?

Mr. WRIGHT. August 4.

Mr. DALLINGER. August 4 you went to see the Red Cross. Where abouts did you go? Where was their offiue?

Mr. WRIGHT. No. 353 Fourth Avenue; I am not sure if that is the right number; it is about Twenty-sixth Street.

Mr. DALLINGER. What did you tell the Red Cross?

Mr. WRIGHT. The lady that handled my case was Mrs. Biggs, and I told her that I had received no money from anybody, the Government or anybody else. The papers I got from Washington awarded me $30 compensation, and I said that I have not got anything from that and have lived on other people ever since I was discharged. I was discharged with $80.

Mr. DALLINGER. In the meantime had you heard anything from the War Risk Insurance Bureau?

Mr. WRIGHT. No, sir. Oh, yes; I heard from them about two weeks after I was examined; I got papers to be filled out by a physician.

Mr. DALLINGER. I thought you said you had been examined?

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Mr. WRIGHT. I was, but they had a new form that the War Risk had to have filled out, Form 504 I think it was. They said to me to have it filled out by some physician.

Mr. DALLINGER. And you had this paper filled out?

Mr. WRIGHT. Yes, sir; I took that to Rockefeller Foundation, to Dr. Cohen, who examined me there by special favor of a certain party, and I was examined and he gave me the same award that the War Risk Insurance had given me.

Mr. DALLINGER. When were those papers forwarded?

Mr. WRIGHT. In June.

Mr. DALLINGER. When did you next hear from the War Risk Insurance?

Mr. WRIGHT. In September.

Mr. DALLINGER. You did not hear from them until September?

Mr. WRIGHT. August or September.

Mr. DALLINGER. Did you get your rating from them then?

Mr. WRIGHT. Yes, sir; I got my rating in July, I think, I am not sure, saying that I had been awarded my compensation.

Mr. DALLINGER. I think you said you did not hear from them until September?

Mr. WRIGHT. I thought maybe you meant my funds, etc.

Mr. DALLINGER. You did not get that money until September?

Mr. WRIGHT. No.

Mr. DALLINGER. You began to get your $100 a month?

Mr. WRIGHT. No; I did not get it yet; I started to get $30. They did not award me $100 until after Christmas in the Sweet bill.

Mr. DALLINGER. On what date in September did you begin to get your $30 a month.

Mr. WRIGHT. It was after I took up vocational training.

Mr. DALLINGER. When was the next time you saw anybody connected with the Vocational Board. You say in August you went to see the Red Cross people. When did you first hear again from the Vocational Education Board?

Mr. WRIGHT. You mean to go up there in August?

Mr. DALLINGER. No; to see the Red Cross people?

Mr. WRIGHT. I went right up there on the same date, August 3 or 4.

Mr. DALLINGER. You mean after you saw people at the Red Cross?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. That then they arranged for you to go up to the Vocational Board again?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Who did you see that time?

Mr. WRIGHT. Dr. Merriam.

Mr. DALLINGER. Do you remember the date in August that you were at the board?

Mr. WRIGHT. Who?

Mr. DALLINGER. Was this on August 4?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Do you happen to remember what day of the week it was?

Mr. WRIGHT. August 4.

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Mr. DALLINGER. You do not happen to remember what day of the week?

Mr. WRIGHT. No.

Mr. DALLINGER. What time of day was it you called?

Mr. WRIGHT. In the morning.

Mr. DALLINGER. Where was the office located?

Mr. WRIGHT. Fourth Avenue and Twenty-sixth Street; that is the Red Cross. They called up.

Mr. DALLINGER. Did you see Dr. Merriam?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. Were you kept waiting?

Mr. WRIGHT. No; I went right up to him.

Mr. DALLINGER. Did anybody go with you from the Red Cross or did you go alone?

Mr. WRIGHT. No; Iwent alone.

Mr. DALLINGER. Just describe your treatment that day by the officers of the Vocational Board.

Mr. WRIGHT. He said, "Well, what case is this?" I said, "I am Mr. Wright that the Red Cross spoke to you about over the telephone." He said, "What do you want?" I said, "I came over to see you about getting training." He said, "You will have to go down to the War Risk Insurance, 280 Broadway, and be examined again." That is what he told me and I went down there.

Mr. DALLINGER. When was it that you had been examined?

Mr. WRIGHT. In May, the 22d. He sent me down there. Here is a letter that he sent down. I wanted to get training wherever I could possibly do it and was discharged from the service that day, on May 16, 1919, and they said, "Will you kindly arrange for such payments as may be needed and let me have a report?" I again went out and he gave me a letter for treatment. I took it for granted that he wanted to sidetrack me.

Mr. DALLINGER. You went down there to the War Risk Insurance Bureau the same day?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. And you were examined again?

Mr. WRIGHT. No, sir.

Mr. DALLINGER. You just got that letter?

Mr. WRIGHT. That was the letter of the War Risk.

Mr. DALLINGER. Did he give you any letter to the War Risk Insurance Bureau?

Mr. WRIGHT. Yes. sir.

Mr. DALLINGER. To whom?

Mr. WRIGHT. To Wanser.

Mr. DALLINGER. He sent you to the Red Cross?

Mr. WRIGHT. No; this doctor sent me to the War Risk Insurance with this letter I just read, and the Red Cross called up the War Risk Insurance to ask about my case, and they did not answer this letter, but they sent another letter with me to the Red Cross, and they said the only treatment I could have would be to just go out in the country for a couple of weeks. I said I did not care for that treatment: I wanted vocational training.

Mr. DALLINGER. What happened next?

Mr. WRIGHT. I went back to the Red Cross with that letter and called up that same Dr. Merriam again.

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Mr. DALLINGER. Do you know what date this was?
Mr. WRIGHT. The next day.
Mr. DALLINGER. August 5?
Mr. WRIGHT. Yes, sir.
Mr. DALLINGER. They called up Dr. Merriam again at the Red Cross?
Mr. WRIGHT. Yes, sir; I do not know what the conversation was, but before I went back there again, as he told me.
Mr. DALLINGER. You saw Dr. Merriam again?
Mr. WRIGHT. Yes.
Mr. DALLINGER. What did he say to you this time?
Mr. WRIGHT. I do not just remember what he did say.
Mr. DALLINGER. What I am trying to find out is how he treated you?
Mr. WRIGHT. Always shoved me off on somebody else.
Mr. DALLINGER. What did he do that time, August 5?
Mr. WRIGHT. Referred me to some other adviser.
Mr. DALLINGER. You say he was busy?
Mr. WRIGHT. I do not know whether he was or not.
Mr. DALLINGER. Can you not remember?
Mr. WRIGHT. He must have been busy. He sent me over to another one.
Mr. DALLINGER. Do you know who that other one was?
Mr. WRIGHT. No, sir.
Mr. DALLINGER. What sort of looking fellow?
Mr. WRIGHT. A young fellow; a tall man.
Mr. DALLINGER. What did he say to you?
Mr. WRIGHT. He started to talk about my training, what I wanted to take up; he then asked me for the first time what I wanted to take up. I told him what I would like to take up, something in connection with automobile business.
Mr. DALLINGER. Was he sympathetic toward you?
Mr. WRIGHT. I did not notice any sympathy in there. I did not look for it in the first place. I am looking for what is right, nothing more.
Mr. DALLINGER. You brought up what you really wanted to do?
Mr. WRIGHT. Yes, sir.
Mr. DALLINGER. You told him you wanted to take up something connected with automobile business?
Mr. WRIGHT. Yes, sir.
Mr. DALLINGER. What else did he say to you?
Mr. WRIGHT. He referred me to another man.
Mr. DALLINGER. Do you remember who that man was?
Mr. WRIGHT. I know his name if I heard it; a bald-headed man sitting around over in the corner of the other office.
Mr. DALLINGER. What did he say to you?
Mr. WRIGHT. Started to figure what he would give me. He said, "In your condition you better be a private secretary."
Mr. DALLINGER. He suggested you should be a private secretary?
Mr. WRIGHT. He did not give me the course in training at the automobile business. He figured I was better qualified for a private secretary.
Mr. DALLINGER. What did you say to that?

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Mr. WRIGHT. I said I did not want to be a private secretary. I wanted to get something in the automobile line.

Mr. DALLINGER. In other words, at that time you said you did not want to be a private secretary. You told him that?

Mr. WRIGHT. Yes, sir.

Mr. DALLINGER. What did he do?

Mr. WRIGHT. He went ahead and gave me that. He said, "That is what you are fitted for." He did not even ask me how much education I had or anything else.

Mr. DALLINGER. What education had you had?

Mr. WRIGHT. I went up to the next to the last grade in the grammar school. I had one more to go to get through the grammar school.

Mr. DALLINGER. The seventh grade?

Mr. WRIGHT. I think it was.

Mr. DALLINGER. And he never asked you about your education, but he thought you ought to be a private secretary and sent you to this school where you did not learn anything.

Mr. WRIGHT. No; could not learn anything. I did not see anything to learn there. I thought the impression was that the teacher was to instruct the boys in the school. There was no instruction handed out in that place. It was just a matter of crowding the people up and seeing how many students they could get in there. The only people learning anything was the fellows with their arms off. They were learning to write with their left hand.

Mr. BRAND. You told the chairman a while ago you were not doing anything now.

Mr. WRIGHT. No, sir.

Mr. BRAND. How long have you been idle?

Mr. WRIGHT. Since May, since I have been discharged.

Mr. BRAND. Have you made any effort to secure employment?

Mr. WRIGHT. Not exactly.

Mr. BRAND. Have you tried to get work?

Mr. WRIGHT. No, sir.

Mr. BRAND. What were you doing before you went into the service?

Mr. WRIGHT. Working as a chauffeur, and also foreman on the B. & O., foreman of a labor gang.

Mr. BRAND. Why have you not made an effort to get work?

Mr. WRIGHT. Because I was not feeling like working.

Mr. BRAND. You were not able to work?

Mr. WRIGHT. Not able physically, and another thing, I have been most of the time since I have been at the school I have been put in bed. I just got out of the hospital February 19.

Mr. BRAND. Where did you contract this heart trouble?

Mr. WRIGHT. I do not know just where I contracted it, but I went all to pieces in January.

Mr. BRAND. In the service?

Mr. WRIGHT. Yes, sir.

Mr. BRAND. Had you discovered any trouble with your heart before you went into the war?

Mr. WRIGHT. No, sir.

Mr. BRAND. Have you got anybody that you can rely upon for support and maintenance or education; a family?

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Mr. WRIGHT. No, sir; I just relied upon people I knew to take care of me while I was waiting for my money.

Mr. BRAND. Are your parents alive?

Mr. WRIGHT. No, sir. One lady in Brooklyn was kind enough to give me something.

Mr. BRAND. Are you able to do any work at all?

Mr. WRIGHT. No, sir. I will be able to do a couple hours' work until I get tired. I will be able to do a couple hours' work a day and then I get nervous and can not eat.

Mr. BRAND. Is that due to the heart trouble?

Mr. WRIGHT. Yes, sir.

Mr. BRAND. Are you taking anything for your heart by the advice of any physician?

Mr. WRIGHT. No, sir; the doctor said they could not give me anything.

Mr. BRAND. What did they tell you was the matter with your heart—the nearest you can remember.

Mr. WRIGHT. The nearest I can remember it is double infection of both valves. The doctor said there is nothing to do for me only to take care of myself, not to do anything at all to get stirred up, but to go along and live a calm life.

Mr. BRAND. If you are in that condition, what sort of work can you do in the automobile business if they had put you into training for what you first wanted?

Mr. WRIGHT. I could become a salesman anyway.

Mr. BRAND. You could not work over two hours a day.

Mr. WRIGHT. I could not work two hours a day on any work that will get me stirred up and where I have to run around.

Mr. BRAND. Are you able to clerk in a store?

Mr. WRIGHT. I might; I do not know.

Mr. BRAND. Could you keep books if you knew how to do it in a store?

Mr. WRIGHT. I think I could.

Mr. BRAND. That is what you are inclined to do—to try to acquire a knowledge of bookkeeping.

Mr. WRIGHT. I believe in learning to be a bookkeeper if somebody would learn me, but there was nobody there to learn me. They had one teacher for 40 or 50 students coming in and going out all the time, and in that class in bookkeeping you had to instruct yourself.

Mr. BRAND. Did you complain to them that you needed somebody to instruct and teach you.

Mr. WRIGHT. No; I did not see any use in it.

Mr. BRAND. I have no further questions.

Mr. BURROUGHS. I understood you to say, Mr. Wright, that your complaint is first that the board did not authorize you to the sort of training or the sort of work that you wanted?

Mr. WRIGHT. Yes, sir.

Mr. BURROUGHS. And second, that the training that you got in this school was of no use to you; that is, they did not suitably instruct you or properly instruct you there and you did not get anything out of it.

Mr. WRIGHT. No, sir. They kept me waiting until August for training. They never even took up my case, as far as I know any-

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thing about it, from May until August 4, and then they did not take it up until the Red Cross society got after them to do something.

Mr. BURROUGHS. What is your age?

Mr. WRIGHT. Thirty-two.

Mr. BURROUGHS. You have always been a workingman before you went into the service?

Mr. WRIGHT. Yes, sir.

Mr. BURROUGHS. You knew what hard work was?

Mr. WRIGHT. Yes, sir.

Mr. BURROUGHS. You worked on the B. & O.?

Mr. WRIGHT. I worked in the construction camps.

Mr. BURROUGHS. What has been your education before you began to work? Had you had a common-school education?

Mr. WRIGHT. Just about a common-school education. I was in the seventh grade in the grammar school.

Mr. BURROUGHS. Now, when you came to apply for this training, you told them, did you, what you wanted?

Mr. WRIGHT. Yes, sir.

Mr. BURROUGHS. Did they go into the matter with you? I believe you said they did not go into the matter with you to determine what your qualifications were for that particular kind of work?

Mr. WRIGHT. Yes, sir. They did not go into it at all; no, sir.

Mr. BURROUGHS. They did not even inquire what your views had been or what your previous qualifications had been?

Mr. WRIGHT. They might have asked me what I was before I enlisted. I told them that I was a chauffeur in the service. That is about all I can remember having said to them.

Mr. BURROUGHS. Did you fill out any papers or blanks answering any questions as to what your experience had been or what your training had been?

Mr. WRIGHT. The adviser at the hospital did.

Mr. BURROUGHS. He did?

Mr. WRIGHT. Yes, sir.

Mr. BURROUGHS. Was he the one that you talked with about what you should do or wished to do?

Mr. WRIGHT. He is the only one that really did talk to me.

Mr. BURROUGHS. While you were still in the hospital?

Mr. WRIGHT. Yes, sir.

Mr. BURROUGHS. Do you know his name?

Mr. WRIGHT. He was the only one that really treated the fellows with any courtesy at all that I can remember. He got around there and did wonderful work, got all the papers made out, and he said, "As soon as you get discharged you will be put into training, and it will be no trouble at all, as long as you make out your papers here at the hospital."

Mr. BURROUGHS. You do not recall his name?

Mr. WRIGHT. No, sir; I do not.

Mr. BURROUGHS. How old a man was he?

Mr. WRIGHT. About 40.

Mr. BURROUGHS. What hospital was that?

Mr. WRIGHT. General Hospital No. 38, Eastview, N. Y. He also had three or four hospitals that he just went around through in

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regular routine; there was one other t. b. hospital somewhere. I do not remember his name. I gave them my papers.

Mr. BURROUGHS. You say that nobody at the Vocational Board offices went into the matter with you at all to determine what your qualifications were for this particular work which you desired?

Mr. WRIGHT. I have seen so many of them there, I don't believe I did; but the man that gave me this private secretarial job, that took up my case last, he did not go into any details with me.

Mr. BURROUGHS. He simply told you there was one thing you were fitted for.

Mr. WRIGHT. That is one thing.

Mr. BURROUGHS. That is all.

Mr. DONOVAN. I have not heard the direct examination, and can not intelligently examine him for that reason. It is my fault, so I forego it.

Mr. ROBSION. Did you meet any of the officers in charge of the Vocational Board in New York?

Mr. WRIGHT. I do not know. I never knew anyone in charge up there. I do not believe there was anybody in charge.

Mr. ROBSION. Did you meet Mr. Clark? I thought you spoke of his being in charge?

Mr. WRIGHT. I think I met him once; I am not sure if it was him. I asked for the head of the board here to get my check, and everybody seemed to bow to this fellow, and he is the one that got my check.

Mr. ROBSION. Are you married or single?

Mr. WRIGHT. Single.

Mr. ROBSION. How is it that you drew the $100 a month?

Mr. WRIGHT. For 100 per cent permanent disability. I also drew $57.50 insurance.

Mr. ROBSION. So you get altogether $157.50?

Mr. WRIGHT. Yes, sir; since January 1.

Mr. ROBSION. Have you made an effort to take any training on your own account, as you think you are entitled to receive?

Mr. WRIGHT. Yes, sir.

Mr. ROBSION. What is that?

Mr. WRIGHT. I do not really wish to state it at the present time.

Mr. ROBSION. Why do you not wish to state the training that you are undertaking on your own account?

Mr. WRIGHT. Well, it is personal and has nothing to do with vocational training or any other training. It is a training that I do not wish to just go into.

Mr. ROBSION. But the committee may like to know these things, to know all about your situation and what might be done for you.

The CHAIRMAN. Evidently you have some plan, in case you were taking training on your own resources, that might jeopardize the finding or rating of 100 per cent disability.

Mr. WRIGHT. No; not necessarily. It is not training. It is just a volunteer service that I am performing at the present time which is liable to come out in the end a great help to me and give me something that I will not have to bother about by getting into training for anything; just personal volunteer service I am performing at the present time.

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The CHAIRMAN. Do you insist upon your question being answered, Mr. Robsion?

Mr. WRIGHT. It might be, in a way, political, but otherwise I would not want to state it.

The CHAIRMAN. I had the impression that there was some other reason.

Mr. TOWNER. I do not think the question ought to be insisted upon.

The CHAIRMAN. No; I do not think so.

Mr. ROBSION. I want to know what the ruling of the Chair is as to whether it is competent or proper.

Mr. WRIGHT. I am volunteering my services to a political organization which I expect to get a great deal of training in as I go along.

Mr. ROBSION. I do not think that is improper. I think it is all right. I am delighted to see you get any help any way you can. But it is not your purpose to make any further effort to secure a vocational training, is it?

Mr. WRIGHT. If they will give me what I want I will be glad to.

Mr. ROBSION. I am glad to hear you say that.

Mr. WRIGHT. Under the present conditions, as I stated before, I would not go for it under present conditions.

Mr. ROBSION. Since you have considered the matter and have had the experience that you have had, what sort of training do you desire; if you can get it?

Mr. WRIGHT. I want training in the automobile business.

Mr. ROBSION. The same thing?

Mr. WRIGHT. Yes, sir.

Mr. ROBSION. Would not you be willing to go before Mr. Clark if he is in charge in New York and talk over that matter with him?

Mr. WRIGHT. No, sir.

Mr. ROBSION. Why would you not be willing to do that?

Mr. WRIGHT. I would not care to do any business with him at all, because I have no confidence in him. I do not do business with a man whom I have no confidence in, regardless of whom they represent.

Mr. ROBSION. If you could go and see them and they agree to do that, it would be all right?

Mr. WRIGHT. I heard too much about Mr. Clark to bother with him.

Mr. ROBSION. Is there any other complaint that you have to make against the board other than you have stated? If there is any other information, the committee would like to know whether it is for the board or against the board.

Mr. WRIGHT. I would just like to know why other fellows with the same condition I have got have got what they wanted and I was put down in the beginning as a wireless operator, and they rejected me on account of heart trouble and gave it to them who have the same condition that I have.

Mr. ROBSION. Who was that in training that had the same condition that you had?

Mr. WRIGHT. He had a worse condition; Mr. Burch?

Mr. ROBSION. Can you give his initials and post office address?

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Mr. WRIGHT. I could not very well. I do not know his initials at the present time. I just know him by the name of Burch.

Mr. ROBSION. Can you give his address?

Mr. WRIGHT. I could get his address and send it to you.

Mr. ROBSION. Will you furnish to the committee his address?

Mr. WRIGHT. At the present time he is working on the White Star Line—the White Fleet—as a wireless operator.

Mr. ROBSION. You make the further charge against the board that they show partiality, not giving like treatment to all.

Mr. WRIGHT. No; it is not partiality on their part, because this boy did not want a wireless operator's job. He was a wireless operator in the service on the other side, and then was disabled; I think he got 50 per cent disability; and he was a wireless operator, and then come back and they give him a wireless operator course when he was already one. My opinion of the whole thing is, they don't give you what you want; they give you the opposite. I wanted something in the automobile line, and they gave me a private secretary job.

Mr. ROBSION. You make the charge against the board up there that you could not get any action until you appealed to the Red Cross, and got that action through the efforts of the Red Cross; is that it?

Mr. WRIGHT. Yes, sir.

Mr. ROBSION. You could not have gotten action without the Red Cross?

Mr. WRIGHT. I might have, if I waited long enough.

Mr. ROBSION. Have you been recently examined, or examined since you were examined by the War Risk?

Mr. WRIGHT. I was examined in February by the War Risk Insurance.

Mr. ROBSION. What was your condition then?

Mr. WRIGHT. It was the same.

Mr. ROBSION. Total permanent?

Mr. WRIGHT. Yes, sir.

Mr. ROBSION. That is all.

Mr. BLANTON. How many conversations had you with Mr. Clark?

Mr. WRIGHT. I do not know. I do not think I ever spoke to him.

Mr. BLANTON. You never spoke to him in your life?

Mr. WRIGHT. I might have once, but I am not sure.

Mr. BLANTON. You are not sure you ever spoke to him?

Mr. WRIGHT. No.

Mr. BLANTON. A man with whom you have never even spoken, you have such a prejudice against that you are willing to declare here on oath—you are under oath—that you have no confidence in him at all and that you do not want to have any business with him? Is that true?

Mr. WRIGHT. That is true.

Mr. BLANTON. Do you usually form such prejudices against a man with whom you have never had any business dealing at all?

Mr. WRIGHT. I have had business dealings with him through other channels.

Mr. BLANTON. But you have never spoken to him that you know of?

Mr. WRIGHT. No.

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Mr. BLANTON. Do you form opinions of men in that way—upon hearsay?

Mr. WRIGHT. Not hearsay; no.

Mr. BLANTON. If you formed such an opinion of him, and have never had any spoken word with him, it must have been hearsay, must it not?

Mr. WRIGHT. No; through my dealings with him. I did not have to deal with him personally.

Mr. BLANTON. How could you have dealings with him without speaking to him?

Mr. WRIGHT. Through his assistants.

Mr. BLANTON. Then your complaint would be more properly lodged against the persons with whom you did have dealings, and not against Mr. Clark individually?

Mr. WRIGHT. No. He is personally responsible for the office—not his assistants. He is supposed to see that these men carry out their duty; that is what he is put there for.

Mr. BLANTON. Then you have never had any direct contact with Mr. Clark that would warrant a loss of confidence in him—a direct contact, wherein he failed to do his duty personally and individually to you, if you knew it?

Mr. WRIGHT. He would not handle a case personally.

Mr. BLANTON. I am talking now about direct contact with him.

Mr. WRIGHT. I do not know. You can hardly meet the gentleman.

Mr. BLANTON. You have never had any direct contact with him?

Mr. WRIGHT. No; none at all.

Mr. BLANTON. How much do you weigh now?

Mr. WRIGHT. One hundred and sixty pounds.

Mr. BLANTON. What is your height?

Mr. WRIGHT. Five feet ten and one-half inches.

Mr. BLANTON. What was your weight when you entered the Army?

Mr. WRIGHT. About 180.

Mr. BLANTON. You are about 20 pounds light now?

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. You are above the average in educational qualifications, are you not?

Mr. WRIGHT. Not that I could judge myself; no.

Mr. BLANTON. What is the extent of your public schooling?

The CHAIRMAN. He has answered that.

Mr. BLANTON. To what extent have you had educational training.

Mr. WRIGHT. I was in about the seventh grade at school, high-school education in Texas.

Mr. BLANTON. In Texas a high-school education? That would then put you up to where you would enter college.

Mr. WRIGHT. No, sir; I had high school in New York City.

Mr. BLANTON. In Texas it would put you up to where you would enter college if you had high-school training.

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. You say you preferred to go into the automobile business?

Mr. WRIGHT. Yes, sir.

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Mr. BLANTON. That is hard work and manual-labor business, is it not?

Mr. WRIGHT. No, sir.

Mr. BLANTON. It is not?

Mr. WRIGHT. No, sir; not in the position that I was trying to qualify for.

Mr. BLANTON. What were you trying to qualify for in the automobile industry?

Mr. WRIGHT. As an executive.

Mr. BLANTON. Not as a mechanic?

Mr. WRIGHT. No, sir.

Mr. BLANTON. Then you did seek employment that would bring into force and effect executive qualifications?

Mr. WRIGHT. (No response.)

Mr. BLANTON. You state that you wanted a position in the line of an executive in the automobile industry?

Mr. WRIGHT. Not in the line of it, but as an executive in that garage, that lady's garage. I would hire a bookkeeper to do the bookkeeping, and stenographer to do the typewriting.

Mr. BLANTON. As a general manager?

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. You were offered a position, I heard you say, in the line of a private secretaryship?

Mr. WRIGHT. That is what the Federal Board offered me.

Mr. BLANTON. That is what the Federal Board thought you were better fitted for?

Mr. WRIGHT. In a way; yes, sir.

Mr. BLANTON. And they offered you that training? That is a highly respectable position, is it not?

Mr. WRIGHT. I do not know.

Mr. BLANTON. You do not know?

Mr. WRIGHT. I never was in it.

Mr. BLANTON. You realize the fact that if you have a weak heart, that if your heart is affected——

Mr. WRIGHT (interposing). It is.

Mr. BLANTON. Laying aside the question of whether it is or is not, you do realize the fact that if your heart is affected, you would not be a proper person as a wireless operator. Do you not realize that?

Mr. WRIGHT. No.

Mr. BLANTON. Well, you have read of great emergencies when the entire ship and its crew and passengers were in danger of losing their lives instantaneously almost, where the wireless operator had to stay on his job and send his S. O. S. out to ships on the ocean. You have heard of such instances as that? Do you think that a man calculated to meet that emergency could do so at all times with a weak heart? Is it best to do so?

Mr. WRIGHT. I do not know. I asked for it, but this board refused it to me and gave it to somebody else.

Mr. BLANTON. If they did wrong in that instance, you do admit it would be best not to have a man in that position, who has a weak heart, do you not?

Mr. WRIGHT. I do not know. I do not see where a weak heart would have anything to do with it.

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Mr. BLANTON. Do you think a man with a weak heart could fill that position as well as a man with a good, strong normal heart?

Mr. WRIGHT. No. Any man with common sense would know that a man that is physically capable in every way of carrying on business in any shape is a better man than one disabled, in any line.

Mr. BLANTON. Then you do admit, as far as the wireless service is concerned, that a man with a normal heart is a better qualified man than one with a weak heart?

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. It is simply a question with you whether or not the doctors representing this service, have made a proper diagnosis of your case. They say you have a weak heart and you say you have not. It is merely a question of a difference of opinion, is it not?

Mr. WRIGHT. My heart is not weakened in any extent.

Mr. BLANTON. It is a difference of opinion?

Mr. WRIGHT. Yes.

Mr. BLANTON. The doctor who examined you said you had a weak heart?

Mr. WRIGHT. It was not a doctor that had anything to do with it. It was the adviser. They are not doctors.

Mr. BLANTON. The board advised you you are not good for that service because you have a weak heart?

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. They are supposed to base the question of whether you had it or not, on expert testimony and proper diagnosis; is that not true?

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. Who, in your judgment, is best equipped and qualified to know your condition with regard to heart action; you yourself or an expert?

Mr. WRIGHT. An expert doctor?

Mr. BLANTON. An expert doctor.

Mr. WRIGHT. Yes, sir.

Mr. BLANTON. I have nothing further.

Mr. WRIGHT. I wish to state one thing, that I was never examined by the board, but that they have my disability; they went over the rating on the paper from my discharge and then they did not give me a diagnosis at all.

The CHAIRMAN. You have had some experience with the Red Cross?

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. Would you give me the name?

Mr. WRIGHT. Mrs. Biggs.

The CHAIRMAN. Do you know the first name?

Mr. WRIGHT. I could not tell her first name.

The CHAIRMAN. What is the address?

Mr. WRIGHT. 253 or 353 Fourth Avenue: it is Twenty-sixth Street, between Twenty-fifth and Twenty-sixth Streets on Fourth Avenue. It is the home service.

The CHAIRMAN. What was the maximum salary that you drew before you went into the service? What did you make?

Mr. WRIGHT. An average of about $35 a week.

The CHAIRMAN. Your permanent disability gives you $100 from the War Risk Insurance?

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Mr. WRIGHT. Yes, sir.

The CHAIRMAN. You have $57 from the insurance now.

Mr. WRIGHT. Yes, sir.

The CHAIRMAN. We are very much obliged indeed for your testimony.

Mr. BLANTON. Then, so far as earning capacity and compensation is concerned, you are now receiving, with that $100 from the War Risk Insurance and your $57, the sum of $157 as monthly revenue, which, as a matter of fact, is more than you ever received in your life?

Mr. WRIGHT. No; I have made more than that.

Mr. BLANTON. You are receiving $157 now?

Mr. WRIGHT. I have made more than $157 a month.

Mr. BLANTON. You said you averaged about $35 a week, which would make $140 a month.

Mr. WRIGHT. That was four or five years ago. It is a little bit different than that to-day.

The CHAIRMAN. If you will apply to the clerk for a voucher your expenses will be arranged for.

Mr. VESTAL. Did I understand you to answer Mr. Blanton that you did not think there was anything wrong with your heart?

Mr. WRIGHT. No; I never said there was anything wrong with my heart. As I told you, I had 100 per cent disability from heart disease. I consider myself disabled at the present time. I never mentioned the fact. I introduced that to the board and they said the way the compensation went that I was just as good as a man that was physically all right.

Mr. VESTAL. I understood you to answer Mr. Blanton that the doctors said that you had a bad heart, but you thought your heart was all right?

Mr. WRIGHT. No.

Mr. VESTAL. When you were talking to the Vocational Board about your training, did they tell you at that time that a man in your condition with a weak heart had no business in a garage?

Mr. WRIGHT. No, sir. They never gave me any excuse at all about the garage or anything else outside of wireless.

Mr. VESTAL. Do you know of any institution that teaches the kind of work that you want?

Mr. WRIGHT. I think the automobile firms do. The adviser said that I could go right into these big automobile shops.

Mr. VESTAL. You think you are capable with the condition of your heart of going into an automobile shop so as to be manager of a garage as an executive?

Mr. WRIGHT. Not to do manual labor, no.

Mr. VESTAL. How would you expect to learn to be an executive unless you went through and learned the business and the different stages of the business?

Mr. WRIGHT. By looking on I think I could, and being instructed, the same as they do in the big rubber shops.

Mr. VESTAL. In other words, you were looking for a position and not a job? That is the truth about it?

Mr. WRIGHT. Yes, sir. But the secretary position I did not want.

The CHAIRMAN. You may be excused, Mr. Wright. We will hear the next witness.

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STATEMENT OF MR. DANIEL R. EDWARDS.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Give the stenographer your name and address, please.

Mr. EDWARDS. Daniel R. Edwards, 408 West One hundred and fifteenth Street, New York City.

The CHAIRMAN. Mr. Edwards, in your own way you may proceed to tell what you have to say about your experience with the Federal board.

Mr. EDWARDS. January 10, 1919, I happened to be going to New York City on the Ellis Island ferry, before I got my discharge. There I was taken out of the gang that I happened to be with—I was on a pass—and asked to be introduced to a man by a Red Cross man. This man happened to be Mr. U. Grant Smith, of 280 Broadway, representing the Federal Board for Vocational Education. He asked me had I heard anything about the Federal board and I told him that I had, and that I wanted to hear more about it and was very glad to meet him. He asked me a few questions in regard to when I enlisted and what my occupation was, my disability, and when I thought I would be discharged. I told Mr. Smith that I had been a student up until I enlisted in the Regular Army, and that I went right to war April 6, the date of the war.

The CHAIRMAN. Where were you in school?

Mr. EDWARDS. At Waco, Tex.; Bayler's University.

The CHAIRMAN. What course were you in?

Mr. EDWARDS. I was merely taking up college work—the physical end. Mr. Smith asked me what did I think I would be able to do? I told him that I had a great interest in the Army in writing—that was my end in life—that I had a great pleasure out of writing, and nothing else, such as fiction and special-article work. I told him that I would prefer some course—a good English course—that I would be able to obtain a knowledge of narration and fiction and other parts of the English language, and Mr. Smith then asked me where did I live. I told him in Texas. Then he asked me where did I prefer to go to school. I told him Texas—that I would like to go back home—not that I had any relations down there closer than cousins and uncles, but that I wanted to go to Texas because I was known there and had been there all my life, practically, since I came from Oakland, when a small boy; and Mr. Smith asked me did I realize that the schools in Texas were not as efficient and did not have the way of teaching a man that they did in New York City. He said, "You can go in here and can really get good advantages in New York City."

The CHAIRMAN. Who is this Mr. Smith?

Mr. EDWARDS. Mr. U. Grant Smith was then the board's welfare agent up there, and is now here at Washington. Mr. Lamkin can tell you whether he is or not. He was then at 280 Broadway. I beg your pardon: he was on the ferry, but he represented 280 Broadway. Mr. Smith, by asking me this—of course, I talked considerable with him, and he told me that, being with so many friends in Texas, I would naturally be taken off of my work more or less by visitors and by visiting others, being so close, and if I were up here I would get right in and get right out. I told him I wanted to get right

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in just as soon as possible and to do my best to get on top; that I wasn't at all unsure but what I could make good—that I had always been one of the first at everything. "Well," he says, "we will be one of the first to show you that you will get right treatment here. We will give you every advantage possible, and if you want to we would be glad to sign you up here." Then I told him, "Mr. Smith, I am going to be discharged pretty soon. I am going to Washington on the 13th of this month"—that was then the 10th or 12th—"and I am going to be discharged pretty soon. I will have some finals at my last pay day, but I will need these finals for transportation to Texas and for money to buy my civilian clothes with, and other necessities that I will need going into civilian life; also to bear my expenses."

The CHAIRMAN. Were you a private?

Mr. EDWARDS. I was a machine gunner, first class.

The CHAIRMAN. What rank is that? Just private?

Mr. EDWARDS. Well, machine gunner, first class, is equal to hospital sergeant, first class—not a sergeant, though. I never wore chevrons in my life.

The CHAIRMAN. Excuse me; I am not up in those things.

Mr. DONOVAN. They have the rating, I suppose, of sergeant.

Mr. EDWARDS. They draw $97.60, as high as an enlisted man can draw.

Mr. Smith told me then—he says, "Well, if that is the case, if you will spend all your money, we can fix you up. We will even lend you money to buy your clothes with." But that was out; we didn't say anything about that; I didn't expect that. I asked him would he send me transportation pay, or part of the transportation pay, if I went to Texas and spent a month or two with my friends and relations that I had there, when I got ready to come back to training. He said, "Gladly. Just come down to the office and fix up your papers, and when you get discharged come by and we will see about it. Tell them at Walter Reed when you are discharged that you want to go in training in New York City under the advice of this board, and everything will be all right. You come back here, sign your papers, and when you get through with your vacation notify us by letter, and we will immediately send you transportation pay to Texas." That sounded good. He was real courteous about it.

At that time there were very few boys in training, and I did go with him and make up my papers, all except signing them. I gave them all my records and everything, but I couldn't sign it until after I was discharged.

I went to Walter Reed and was discharged February 13, 1919. From there I went to New York City, to 280 Broadway, and signed my papers and shook hands with these gentleman and told them good-by, that I was going to Texas. They were all glad to see me going and wished me a good time while there, and said, "Don't forget to write us when you get ready to go into training."

I was in Texas for about a month, as long as I intended to stay. I told them I wouldn't be longer than a month. I thought that would cure me. Then I wrote him a letter stating the facts that I was through with my vacation and was ready to enter training.

The CHAIRMAN. Mr. Edwards, I understand that what was done with you is the general rule of the board to allow the soldiers to go

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home for a time to see their people before the soldier enters training. They did that with you?

Mr. EDWARDS. Yes.

The CHAIRMAN. I understand that that was the general practice.

Mr. EDWARDS. It was this way with me, and I wrote them a letter stating the fact that I was ready to enter training. However, I didn't receive an answer.

The CHAIRMAN. About what date was this?

Mr. EDWARDS. This letter was, I judge, about March 15, 1919. I didn't receive any answer at all for about 10 days, and I sent a telegram stating the same facts, that they had promised me training and I was worried over the fact that I did not know where I was at, and hoped that they didn't mark me "A. W. O. L." I really thought it would be run as the Army would, and they would mark me A. W. O. L. for being gone longer than a month.

I didn't receive any answer from this, and I thought they were busy and the best thing for me to do was to come to New York City. Well, after scouting around and borrowing money from my cousin, Mr. W. W. Dinan, Bruceville, Tex., I proceeded to New York City to take up my training and get my records cleared up. I didn't want to be marked A. W. O. L.—not that I hadn't been that way in the Army, but I wanted to start a new life and didn't want to do that with the Federal Board.

I arrived and went down to see Mr. Smith, the only man I knew. He was too busy to see me that day, and I went back the next day. He was still too busy to see me the next day and had another man to see me; I stated my case to this man. He asked me what I wanted and I told him. He got my case, and said, "Why, you have been transferred to Texas, I see. Your case has been transferred to Dallas. You should take up training—you are to go in training down there March 25. We have transferred your case to Dallas." I says, "That is awful nice of you, but how am I to get back to Texas?" And with a little mule driver's expression I told him that I was in New York City.

Well, he didn't know what to say, and I asked him "How about this transportation that I had been promised?" "You promised me transportation," and he says, "You are trying to kid me now. I know this business. I am here to see that you boys are treated right, and also that the board is treated right. Now you were not promised any transportation, were you?" I said, "I certainly was." "Well," he says, "he had no official right to promise you transportation from Texas up here." Then he also told me again that I was to go to Texas and take up training there. I said, "I can not go to Texas to take up training because I don't feel like borrowing money again," and I kept insisting that he should know I was in New York City and not in Texas, and that I had been told against my own will to come to New York City in preference to Texas by another representative of that board, but the gentleman kept saying——

The CHAIRMAN (interposing). You say a representative of the board? Is that Mr. Smith?

Mr. EDWARDS. I was told by Mr. Smith, a representative of the board, to come to New York.

Mr. DONOVAN. In the first instance?

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Mr. EDWARDS. In the first instance, that I should come to New York City in preference to Texas, while I wanted Texas, and he wanted me to take New York City.

The CHAIRMAN. Who promised you transportation?

Mr. EDWARDS. Mr. Smith promised me transportation.

The CHAIRMAN. Don't you think you were running a little risk in leaving Texas to come up without hearing from the board?

Mr. EDWARDS. Well, I never went on furlough in my life but when the time was up, if I couldn't get an extension and couldn't get word into headquarters, I proceeded back to headquarters, and I didn't want to be A. W. O. L.

The CHAIRMAN. You had some fear of being absent without leave?

Mr. EDWARDS. Yes; because I hadn't heard from them, and I think it was nothing but just their duty to sit down at least and write and tell me no or yes, and therefore I finally got him into the notion to transfer my case back here to New York City.

Then, by the way, when they were making up my records, I was down there day after day for four or five days, constantly, with a man, and he was working all he could to do this thing up right, and I noticed that he had me down for an accountant, to be an accountant in Packard's Commercial School for one year. I asked him just what this meant, this accounting school, that I didn't think that a man with an arm and a leg and an eye gone could be a very good accountant, and he told me, "Well," he says, "you wanted to be a journalist and that is what we are going to send you down there for. You will get lots of advantages at this commercial school as a writer."

Of course, then I insisted on him being the surgeon, but I couldn't—him holding a position that I really thought outranked me, and that I was under him and should go on his orders, and the fact of it was that I really had to get in training. I wasn't going to see them thrust me out; I was going to make a try at this after telling them that I was not an accountant, didn't prefer to be an accountant, and it was impossible for me to be an accountant with my knowledge of algebra and arithmetic; that I certainly couldn't be an accountant. I couldn't more than add two and two, if it come to the plain facts of it.

The CHAIRMAN. You could do more than that, couldn't you?

Mr. EDWARDS. Oh, I could do just a little bit more than that, but I was very illiterate in figures. I mean I didn't know figures and I was a very poor man with figures.

The CHAIRMAN. But you said a while ago you were at college down at Waco? You couldn't get in college without some education.

Mr. EDWARDS. I was; yes, sir; and then I decided that I would go there and make a try of it. I didn't know but what he was right, that it would help me in my being a writer, in journalism. However, I proceeded, and on April 6 entered Packard's Commercial School. I found a big classroom, as large as this I should imagine, just the same dimensions as this, with one professor and seats that filled the hall.

The CHAIRMAN. What was the school called?

Mr. EDWARDS. Packard's Commercial School, at Thirty-fifth street and Fourth Avenue. Mr. Horton is the counselor, by the way. And I was buried up in books of different kinds, in bookkeeping and accountancy, different forms that I didn't know head

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or tails of. However, they were good enough to correct my mistakes at the end of the day and hand them back to me next day corrected and uncorrected, with a usual mark, either a cross for wrong in red ink, or a blue check mark for the ones that were right—not telling me how to do this one that was wrong. But I stuck. I worked hard. I worked day and night, as much as I could, on this work. I did learn something there, but at the same time I kept telling the Federal board that I didn't enjoy this work at all. They would ask me how I was getting along, and I would tell them I didn't enjoy it; that it wasn't my work and I would prefer something else, that I would prefer to take up English, just nothing but English, grammar or writing. I says: "Anything that you can give me except figures, I would like to have. That is a penalty to me. I really hate it." But that didn't have any weight.

My eardrum then began to bother me. By the way, my eardrum was bursted at Soissons July 19 by the concussion of the shell that hit my arm.

Mr. DONOVAN. Will you permit an interruption there? It has not been disclosed in the record what this gentleman's disabilities are so far, and I think there ought to be a statement of that in the record.

The CHAIRMAN. It will be put in.

Mr. EDWARDS. Do you want that now, Mr. Chairman?

The CHAIRMAN. Just as well now.

Mr. EDWARDS. Well, the optic nerve in my left face is cut, destroying the sight of my left eye, from a machine-gun bullet at Cantigny, May 28, 1918.

The CHAIRMAN. You mean that your left eye is now destroyed?

Mr. EDWARDS. My left eye at this present time. My right arm is amputated at the upper third, the right upper third—I believe that is the way it goes by the doctors' records. I have been examined so many times, and I am not a surgeon nor a physican, but I think I know just what is the matter with me.

Mr. DONOVAN. Mr. Chairman, would you just have notice in the record that the upper third is just below the elbow, so that the layman in reading the record can tell?

Mr. EDWARDS. Two inches below the elbow. And my left leg was also hit with a shell, and setting up inflammation in the knee cap, bursting it up, causing the loss of that member. Further than that, I was wounded five times with bayonets in my stomach at Cantigny. I was wounded at Cantigny and Soissons, and I was in the hospital 28 days, and at that time I will admit I went A. W. O. L. and went back to the lines, because I was being worked behind the lines, and I didn't care for it, and I went back to the lines. I preferred it. I had quite a few friends there, and it wasn't so hard, and I would rather fight than work, in a way. I would rather be where they did fight.

So that is as far as my disability has gone, with the exception of this bursted ear drum, which didn't bother me during my time in service, except about two months after it was bursted they put an artificial ear drum in there and some kind of a tin apparatus, I should say. They called it silver, but I differ with them, because it didn't look like silver.

The CHAIRMAN. What is the rating that was fixed for you?

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Mr. EDWARDS. My rating at the time of my discharge? I was sent before an S. C. D. board, and they said, "How does your arm and leg work, young man?" I said, "Fit as a fiddle. I am feeling fine." "Well," they said, "that is what they all say. You are all right, then, are you?" I said, "I am 100 per cent man now." I had on my arm and everything all right, and they said, "We will give you 60 per cent disability." I asked them, then, "Is this permanent or partial disability, or temporary disability?" And he says, "This is a permanent 60 per cent rating."

The CHAIRMAN. What did that give you?

Mr. EDWARDS. Sixty per cent disability gave you at that time 60 per cent of your base pay.

The CHAIRMAN. Which amounts to how much?

Mr. EDWARDS. Eighteen dollars and sixty cents at that time, but it has been changed quite a few times since. As I go along I will show you how it is changed. Of course, you know. Then he told me it was permanent; that I would receive that until my last days.

Then I had to stop at this place where I was in school, and I was taken with this trouble; my ear was discharging all the time. This ear drum caused a chronic disease there and it caused it to discharge all the time and pained something like a toothache—I don't know whether any of you have had it. It is not a pain that anyone would run from, but it is a pain that you can't very readily study under its beating, continuously beating on you, you know, as a pain. So I went to the Federal Board and asked them would they undertake to see that I got a little treatment for this ear, and I showed it to them, and they sent me right to the doctor, the instructor did. I went right to the doctor. I first asked them, though, "I would like for you to get me something here, because I don't know what the War Risk is liable to do. I had never had any dealings with them." "Oh, you will be fixed up all right." I proceeded to 280 Broadway. The Federal Board had moved from 280 Broadway to 469 Fifth Avenue. At that time the Federal Board wasn't there, so I went back to 280 Broadway, where I had an interview with Maj. Smith, the person who was chief down there at that time, was at the head of the Public Health Service—it was the Public Health Service, by the way—and he wrote a letter for me to 5 Livingstone Place, close to Madison Square, New York City, to a clinic, where I would receive the proper treatment, and in this letter he stated that Mr. Edwards would be received as an in patient until this cleared up and received certain treatment—he gave the diagnosis of the case—and thereafter he will be an out patient and continue his treatment twice daily, or once daily, whatever it might be, and then continue his work again in school.

I went to this hospital—and, by the way, within 15 days it was cleared up. I was feeling fine and fit again. I stepped out and asked the superintendent what he thought about it. "Well," he says, "you can go back to training if you want to, but step down around here once in a while and get this thing fixed up." I asked him how often, and he says, "You are supposed to come down here by the record once a day, but, as a matter of fact, I don't believe you need it. You can come down to suit yourself—when you think it needs cleaning out. Just come down and we will clean it up for you."

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Well, I didn't have time to go down there as often as you might think. It is quite a way from my rooming house and quite a way from the school. Therefore I just continued my work.

The CHAIRMAN. When was this—what date?

Mr. EDWARDS. It was in May; I couldn't state the date, because I really don't know.

The CHAIRMAN. Can you state it approximately?

Mr. EDWARDS. Approximately, the 9th of May.

The CHAIRMAN. Your training had covered how much time?

Mr. EDWARDS. My training had covered, maybe, two days over a month, or possibly two days under a month. I hadn't been much more than a month—just about a month, approximately.

The CHAIRMAN. What have you been doing since?

Mr. EDWARDS. I had been in the hospital. I have just stated the facts to the committee that I was sent to this hospital.

The CHAIRMAN. I mean what have you been doing since you discontinued your training?

Mr. EDWARDS. I went back to training again and tried it again. Before going back to training I stated the facts, and so did my counsellor at school, and the bursar at Packard's Commercial School, that I was unable to take this accountancy, and that I should be given another course, and that they then extended a little sympathy to me—the school did—by saying that I should have a personal tutor, a man to take care of me; that I deserved it. Well, I didn't deserve it. I don't want that kind of work. I am not the kind that cares for sympathy in that way, but I asked them to change me, and they said, "Well, you try it again; we will see what we can do." I tried it again and tried harder that time than I did before. Consequently, in about 15 days again I was taken out of my head there by this ear bursting again. It started up again and knocked me unconscious, and the next thing I knew I was coming out from under ether at 5 Livingstone Place, from this ear. They had made some kind of an operation. They were probably just trying to discover what it was. They were under the impression at this hospital that it was mastoiditis. They had never asked me about this eardrum being put in my ear, and it wasn't in any of my records; therefore they didn't know, and I always tried to keep them from knowing everything that was the matter with me. I thought that if they knew everything that was the matter with me they would call me a dead man. But I was there then for six days, and was told they couldn't take care of me any longer, and they told me that they were not getting refunded for the treatment that they were giving me, and that therefore they had to give it to people whom they could really get some kind of compensation to help them out. Then I went back to the Federal board and stated this case. I had received good treatment, by the way, at this hospital, and they were very courteous to me there.

The CHAIRMAN. How long were you in the hospital?

Mr. EDWARDS. I was there 15 days the first time, and 7 days the second time. And I was sent again then from the Federal board and told to go back to the War Risk. Well, I went to the War Risk, and I stated the case. Well, they says, "The only place we have got besides that is on Staten Island, the hospital out there, the Marine

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Hospital on Staten Island." I wasn't familiar with the places in New York City. I am not a New Yorker, and therefore I am green on the streets and other places, but Mr. Smith told men to go to the Marine Hospital. He gave me a letter, by the way, that stated my case. He was under the impression it was mastoiditis, and told them so. Of course, I told him that I begged his pardon, very courteously, that it was an artificial eardrum, if they would examine it; but he says, "No; it is mastoiditis—just like mastoiditis." And I says, "All right, you know."

I was sent to this place. Well, they wouldn't take me in as an in-patient; but they says, "You come here twice a day." By the way, I went to the wrong hospital by mistake. Instead of going to Staten Island I went to the Marine Hospital in Brooklyn. I think, if I am not mistaken, that the envelope was addressed to Brooklyn Marine Hospital, instead of Staten Island; but Staten Island is where Dr. Smith intended me to take my treatment. I went over there to the Marine Hospital in Brooklyn, the Navy Yard Hospital. They told me that they would take me as an out-patient twice a day, gladly, and do all they could, give me treatment twice a day, what was ordered in this letter.

The CHAIRMAN. What month was that?

Mr. EDWARDS. This was in June; I guess the first half of June.

I then started taking my treatment. I would go to Brooklyn in the morning and I would line up with the rest of the boys. I am not the kind that believes in getting ahead of anybody or anything like that, but I do hate to line up. We would line up at this big hospital, two or three hundred of us, for treatment, various different cases—I could not begin to name them all, because I don't know—but they were there, ex-service men who were taking treatment of some kind. I would get my treatment about 11 some days and some days it was 11.30—and some days it was 10—just according to how long the line was. Then by the time I ate lunch and got back in line it would be time to get in line again in order to get my treatment by 6 o'clock that evening. Well, this lasted, say, about a month. At that time the Federal board then knew I was not in training and that they would have to see about it. They told me to call at the office.

The CHAIRMAN. You were not in condition to be in training at that time, were you?

Mr. EDWARDS. Well, the board's rules are if a man stays out of training more than a month they mark him 100B, which puts him on compensation again, instead of Federal board pay.

The CHAIRMAN. Unless the leave is extended.

Mr. EDWARDS. Well, the leave is not generally extended. It is something that they think that a man should go on compensation, but it was extended in my case. I will agree with you there, by Mrs. Jacobs, the best friend I have ever met, and the only one who pulled me through all of this, by tagging after them and getting them to extend it each time. I would have to go to the Federal board and get an O. K. from the men in charge of the training in order to get my check at the end of each month. They knew I was not there in training, and they didn't know what—I owed some money to the Elks' fund, by the way, that I had to borrow to keep myself up. I am the kind that likes to go on the streets, or anything like that, and look well, and when I felt like going into some place where I

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would be sheltered and eat properly; therefore I got in debt to the Elks' fund to the extent of $80, which was, at that time, all they would allow—well, it was really, I think, more than they were supposed to lend me from the Elks' fund. Sixty-five dollars, I believe, was anyway the amount that you were supposed to receive each month in training. You were supposed to get one month in advance from the Elks' fund, for which you signed a promissory note to pay them back $10 a month out of your pay when it began to come.

The CHAIRMAN. Was that fund loaned to you directly from the Elks organization, or from a fund that the Elks had given to the Federal board?

Mr. EDWARDS. It was loaned to me through the chief clerk of the vocational office. If I am not mistaken, I think it come through that source, but it is a fund that the Elks have donated to the boys as charity, or something for their help, and it is used that way. It is a very good fund, and it is certainly well taken. But I had begun then to get just a little discouraged with my treatment, knowing that in a bunch of red tape that I had to sign, and other things, I remembered glancing over some paragraphs that covered a man when he was disabled—that they were supposed to take care of his physical condition and see that he was not at any time neglected. I think I remember seeing that. So I went in again and told them that I couldn't stand up under this; that I was going over to the hospital, and that I couldn't take training at the same time. In fact, the counselor at the school had told me. He says, "You have indefinite leave until you get well. I don't want you back here in my classrooms until you are well. We can't have your ear discharging and spouting like a fountain around here among our students." And I readily agreed with him there, because it is not a nice-looking thing at all, and I was ashamed of it myself, but I couldn't help it, and I was getting tired of this treatment over there. They were not helping it a particle, and I was simply going dippy. I did not know what I was doing, hardly, and I would go to this Federal board, and I would tell these representatives, too; I would say, "For God's sake, do something to help me out of it some way. Give me something a little bit better."

The CHAIRMAN. What did they do?

Mr. EDWARDS. Well, they would simply say, "We will send you to 280 Broadway. We don't have the care of you." So I knew that 280 Broadway was not the treatment I wanted. I had sense enough to know that they were not doing me any good. I am not the kind to stay sick a lifetime if they will give me the treatment that is good for me, but they said, "Well, we can't do it." Then I asked them would they pay for my doctor's bill or clinic bill if I would go to some place and get treatment that would really fix it up. No; they couldn't do that. Well, I don't suppose they could.

Then they had taken me off the books three times in one week. I would go back and get reinstated, Mrs. Jacobs helping me. I would get reinstated on the ground that $30 compensation, which I was rated from the War Risk—at the time a man entered training he was rated by the board. If he entered section 2 of the rehabilitation act he was rated 100 per cent temporary total disability, the

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same applying to the War Risk automatically when you become eligible for training under section 2 of the rehabilitation act. You draw $30 from the War Risk if you were not in training, but at that time I would receive one check from the War Risk and one check from the Federal Board. One was $30 and the other was $35, $35 from the Federal Board. So I knew that if I quit training I lost out on this $35 a month, and I would be unable to be an out-patient. I didn't mind at all. I told them I didn't. I said, "It is not the money proposition, if they will take me in some hospital, if they will take me in some place where I can live for $30 a month I will be perfectly willing to do it." "Well," they said, "we will reimburse you this time." The same thing applied to three different times.

The CHAIRMAN. Now, Mr. Edwards, right there, there has been a good deal of complaint that some of the boys stay in training not so much for the desire of getting the training, but to get the support of the Federal Board. That has come to this committee frequently, and your statement just now is leaning in that direction.

Mr EDWARDS. It was not that, Mr. Chairman. I think, that I said that by staying in the Federal Board I would receive $65, $35 from the Federal Board and $30 from the War Risk Insurance. If I was marked 1 OOB, taking me off of their books, I would only receive $30 a month. I was at that time—I had a budget which took $85.10 to bear my expenses, the way they were, counting my commutation to Brooklyn twice daily for my treatment. If they would have taken me in this hospital, or any hospital, as an in-patient, where I could have lived on $30 I would have been glad to do it, but now can you point out any way that a person in New York City can even get room rent alone for $30? If you can, I will eat your watch.

The CHAIRMAN. Well, while that is true, the question with the board is that if you were not, as you say, capable of training, then why should the board continue to keep you on the pay rolls when it was doing you no good?

Mr. EDWARDS. Officially they should not; I will agree with you there. Officially they could not, according to their rules and regulations, or their by-laws and constitution. But at the same time I was a man unable to work; I was a man that had a physical disability, according to the doctors, and had been refused the chance of going to school because of this constant pain that I was in and this discharge from my ear. I didn't tell them that I wanted out of training, not one minute I didn't. I says: "I will keep going. I simply do not want to be thrown into the street. I have just a little bit more respect for myself if my country hasn't." But they seemed to go against me and say: "You must have treatment."

The CHAIRMAN. It goes without saying that the country does have respect for what the soldiers did. There is no doubt about that.

Mr. EDWARDS. Well, if I was able to work, I would have received more. I could have received more than any Federal board could pay.

The CHAIRMAN. I think that is true.

Now, your examination will be resumed at 2 o'clock this afternoon. It is now 12 and the committee will stand in recess until 2 o'clock. I would like to have all the witnesses who have appeared this forenoon expecting to testify to be here this afternoon. We hope to get through this afternoon.

(Thereupon, at 12 o'clock noon, the committee recessed.)

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AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to the taking of recess.

The CHAIRMAN. The committee will be in order. Mr. Edwards, you may resume your testimony where you left off this morning.

STATEMENT OF MR. DANIEL R. EDWARDS—Resumed.

Mr. EDWARDS. It had been pretty well determined that I would take something that I could stand up under and get the training that really I wanted all the time, and in order to get this I thought it would be a good idea to get some one to send some letters stating my ability and my grounds for wanting to do this; so I was introduced to Mr. Patterson, of Columbia University, the man in charge of the extension teaching. Mr. Patterson wrote a letter stating my ability from my conversation with him to the Federal board. I also had a friend at George T. Post Sons, who wrote a letter stating my ability for pursuing this special course.

The CHAIRMAN. These were letters of recommendation from people who knew you?

Mr. EDWARDS. Yes, sir; these were letters stating my ability to take up this course.

The CHAIRMAN. You were presenting those letters to persuade the board to accept you, or to allow you to take a particular course that you wanted to pursue?

Mr. EDWARDS. To show them that I was right in wanting this certain course is the reason I got these letters. And more than that, to let them know that I am not the only one that had an interest in myself, that some one else would stand back of me a little bit.

Then I was transferred—at that time I was off the books of the Federal board, off the pay roll. I was getting an allowance from the Red Cross Home Service, at 353 Fourth Avenue, and I started training at Columbia University—was transferred by the board, to begin October 1. I did begin October 1, or it might have been November. it was the first of the month, sir, if that will help you any.

The CHAIRMAN. That must have been in October, then?

Mr. EDWARDS. October 1, I am pretty sure. Then I got the course I wanted, as I said before.

I was still having treatment. Then, I was trying treatment that was given to me by the clinic at the university, by Dr. McHefline, and this treatment was three times a week, at the usual rates in the other hospitals, but better, I am sure, because I really came out quicker there than anywhere else, and if I follow myself right there I had received a mimeographed letter with the name on it, "S. E. Farwell," reminding me of the fact that I owed the Elks' fund a certain amount of money that I had borrowed and gave them promissory notes to refund this in payments of $10 a month until it was paid.

The CHAIRMAN. Had you signed such notes?

Mr. EDWARDS. Oh, yes; I have the notes with me, promissory notes not only to the Elks' fund, but to the Red Cross and other places. At any rate, they are paid up now, but I went down there because I was not able to pay it at that time, and I had felt all along that I

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would not have been so badly in debt had the Federal board refunded the transportation that Mr. U. Grant Smith had promised me back in February of 1919. I felt that I would not have been in debt at all had it not been for this one promise, and I yet maintain the same thing.

The CHAIRMAN. That was for your return from Texas?

Mr. EDWARDS. For my return from Texas to New York City. Therefore, I called upon the Federal board and insisted upon seeing Mr. Farwell, and the chief clerk at that time told me that he was the man that sent the letter out—this statement—that Mr. Farwell had nothing to do with it, any more than his name was put on it as D. V. O. I kind of got a little peeved there, I suppose. I had a way of expressing myself as a mule driver expresses himself when he gets real mad, because just the matter of the situation, I felt like it had gone a little bit too far. They had promised me things, and Mr. Ford and Mr. Whinery both had tried to get this transportation for me—they said they had tried, but as a matter of fact they didn't go very deep into it, because they didn't think I was entitled to it, and it just didn't go through.

The CHAIRMAN. As I understood you this forenoon, you said the transportation promise was disputed when you came back?

Mr. EDWARDS. It was, when I first came back, and it was disputed all the way through. When they would remind me at the end of each month that I owed money, that I had given a promissory note to pay $10 of that money that I owed when I got my check, I would also tell them that they owed me transportation. Not one time did I receive a dun from the Federal board stating the fact that I owed them money, the Elks fund money, but what I countered them with the fact that they also owed me transportation.

The CHAIRMAN. Has that ever been settled, that transportation?

Mr. EDWARDS. I will get to that. It has been settled. I will tell you how.

Then at this time when I was down there to see Mr. Farwell about this letter that he had sent out, about the money, that the chief clerk denied he would let me see Mr. Farwell, and I thanked him—we started in—however, he didn't get to Mr. Farwell's office first; we stopped at the assistant D. V. O.'s office. Mr. W. A. Clark was then assistant D. V. O., and he hardly heard my tale started until he stopped me and told me, "I can look into your face, my boy," and held his right hand out, "and swear that I will do everything I can and believe every word that you are going to tell me"—or something to that effect.

The CHAIRMAN. That was Mr. Clark?

Mr. EDWARDS. Mr. W. A. Clark. The gentleman was here a while ago. Then we started, and there wasn't any records made of what I had told in the case there, so it began to get deep into the story, and Mr. Clark thought it might be well to call in on the D. V. O. So we did. We went into his office and the four of us were there. I told my tale partly about the same way as I have told it to you to-day, to them. Well, all three seemed to think that something had to be done—something should be done. They knew that some one had fallen down on the job. They didn't tell me they thought I fell down on the job. They never did, and I don't believe they did think that I fell down on the job; but, however, they knew that some one had, and the re-

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sponsibility was theirs and no one else's. So the word was that, "We will do our best to see that you are refunded your expenses from Texas up here."

The CHAIRMAN. Who was it that promised you that?

Mr. EDWARDS. Mr. Farwell, after the sanction of Mr. Clark and Mr. Moulton. They were all three of the same opinion, as it seemed there to me, and they decided that they would by all means take every possible step they could to show me—well, to repay me in every way. Thereupon, I told them at the same time—probably it made them take the steps they did—that I would take no more promises from anybody; that I felt like promises meant nothing to me; that I wanted to see something being done.

Mr. Farwell had a letter written. I don't know whether he wrote the letter or whether some one else did—but anyhow he signed it—to Mr. Lamkin. That afternoon, after, I should judge, an hour and a half, us four together in the chief's office, and all three men deeply in sympathy with me, and thinking that I had brought the question up straight, not to their backs, they prepared this letter to send to Washington, D. C., to the head board, the main board, the central office, I will say, to get this money for me that they really and truly owed me.

The CHAIRMAN. Who did you say prepared this letter?

Mr. EDWARDS. Mr. Farwell signed it. So that is sufficient. At any rate, that afternoon before they had decided this, I told them briefly that until I had been refunded this money that I had been promised, my transportation, how could I pay the money that I owed the Elks' fund, and surely not until I got that, and I didn't intend to make any effort whatsoever to refund this money that I owed them, which was a smaller amount than what they owed me, until it was paid.

Well, the voucher was fixed up. I sat with Mr. Moulton, and told him what the expenses were and what they cost, $131.30. I made affidavit to that fact there that afternoon, and, if I understand it right, according to the copy of the letter I received from Mr. Moulton, who was kind enough to give it to me, upon my request, Mr. Clark certainly took the whole case, the voucher and all, to Washington, D. C., to Mr. Lamkin, to settle it.

Well, it was in this same letter that asked for this refund of transportation pay that had been offered to me and delayed since March, Mr. Farwell stated a fact in there upon a budget that I had brought forward and proved to be a true one, that I couldn't live and live decently without $84 a month, or something like that. I forget the amount, but it was much more than the maintenance that I was receiving, which is impossible for any soldier to live on in New York City, and on the maintenance that they are at present getting. They are all going in debt. However, I was in debt myself. So he recommended $20 in addition to my regular maintenance pay.

The CHAIRMAN. Where was that to come from?

Mr. EDWARDS. Well, at that time he recommended it, that was, to the Federal board—well, I believe he did mention that it was to come from the Elks' fund at that time. Later on it did come from the Elks' fund. When it did finally come it came from the Elks' fund, but at that time I don't remember whether he recommended it to come from the Elks' fund or what source, but I think it is the Elks' fund

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that he recommended it from. I received my voucher back. They had deducted some. They wouldn't pay all the expenses. They paid $106.30, whereas I had sent in for $131.30. This came back—well, before I had been lent $30 more from making this voucher up; whereas the chief clerk signed a note with me saying that until he received this transportation for me, and not until then, would I be expected to repay anything I owed, the $50 and the $30 which he advanced me then. Well, I told him that was all right. I thought he was very good to do it.

Then, when I received the check for $106 I proceeded to pay the Elks' fund the $80 I owed them, for which I think I have a receipt here.

The CHAIRMAN. You are in the University of Columbia now?

Mr. EDWARDS. I am in Columbia University at present. I then, of course, not having enough money—I owed the Red Cross there that was connected personally with the Federal board $50, which I paid, and have a receipt for. At the same time I owed $169, which was an allowance, at 353 Fourth Avenue. This allowance, by the way, was board money to keep me while I was taking treatment in the hospital and out from under the Federal board's auspices, which I have not been able to pay, which is another allowance and is really not expected of me to pay, but I will pay it, of course.

I then needed in my schooling at Columbia, writing short stories and special articles and other things—it was requested of the students to use a typewriter to bring up their work with, especially where they couldn't write, so you could read it very well, and I couldn't do that: just learning how to write with my left hand, and I found it difficult to do much with my left hand so that a person could read it.

I had to have this typewriter and I knew that the Federal board did not supply such things; therefore, I was forced to accept a small typewriter from Mrs. Jacobs, my friend, who is always behind me when I need things. She gave me the typewriter, which I still have. She also gave me $50 about the same time to buy me some clothing with, so that I would really look like a Columbia University student; that is, I would be comfortable in my clothing. That helped out an awful lot.

Now, I am at a time when I am really satisfied in my training for the first time.

The CHAIRMAN. How much are you in debt now?

Mr. EDWARDS. At the present time I am not in debt but $169, which I feel like I am in debt for, but really and truly it was an allowance that was given by the Red Cross; but I don't feel like taking charity in that way.

The CHAIRMAN. What do you get now from the War Risk Insurance board?

Mr. EDWARDS. I get section 3 from the Federal board and I get compensation at the rate of 100 per cent—compensation and claims. I get $28.75 from the War Risk.

The CHAIRMAN. All told, how much is it?

Mr. EDWARDS. $128.75—two different checks.

The CHAIRMAN. I think we had a sufficient recital now to get at the specific complaint that you have.

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Mr. EDWARDS. There is one more thing I would like to bring out.

The CHAIRMAN. All right, if it is material.

Mr. EDWARDS. It is material. It is the fact that when I received my 100 per cent permanent disability I was advised at 280 Broadway by the doctors in charge there—I was advised by the central office of the War Risk to take up section 3, in which I would receive my supplies and tuition, and then I could rely upon them for the $128.75, instead of receiving $80 from the Federal board in section 2 of the rehabilitation act. But after I received the 100 per cent permanent and had this advice I proceeded to write a letter to the Federal board asking them—telling them my wishes—that I wished to transfer from section 2 of the rehabilitation act to section 3 and receive two checks, which was much more than the $80, and which I needed, and so forth and so on. Later I received a letter from the Federal board advising me not to do it.

The CHAIRMAN. Not to make the transfer?

Mr. EDWARDS. They said:

DEAR SIR: Your letter of February 7 asking that you be transferred from section 2 to section 3 training in order that you might draw additional compensation from the Bureau of War Risk Insurance has been received.

It is our advice that you remain under section 2 of the rehabilitation act and accept $80 per month from this board, as you have in the past. You should make application to the Bureau of War Risk Insurance for your additional compensation, to which you are entitled, to the above $80 per month. It is our judgment that this would be more desirable than to grant you section 3 training and receive all of your compensation from the Bureau of War Risk Insurance.

Very truly, yours—

That is stamped "W. A. Clark."

Then I wrote another letter, in which I told them that I wished to renew my request of February 7 and be transferred to section 3, and told them that I had been advised, etc.

I waited about two weeks, and then I happened to be at the Federal board on some other business for some boys, and there I saw Mr. Nuffsinger, and had him transfer me in front of my own eyes on to section 3, which he, of course, advised me not to do; that he thought it was not best for me to transfer to section 3 and receive $128.75, but I told him that nothing else would satisfy me; that I was 100 per cent permanent man and they had nothing to do with me whatsoever, and that I wished to transfer. There I was transferred, and I suppose that is about all of my recital.

The CHAIRMAN. Now, what is the specific complaint, if you can put it into a brief paragraph, Mr. Edwards, that you have to make against the board for its treatment of you?

Mr. EDWARDS. First, the long delay in refunding the transportation they promised, and neglecting my physical disability; for giving me training which I did not desire; for transferring me to Texas without notifying or having the other board notify me, so that I would receive—by the way, I might say that there was a letter, I think, sent me, but it was sent back to the board after I had landed in Washington.

The CHAIRMAN. When you went to Texas you gave your address to some member of the board, did you?

Mr. EDWARDS. Positively, and so did I when I wrote the letter.

The CHAIRMAN. Are you sure that the address was the same?

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Mr. EDWARDS. I have lived in Texas 21 years, and I don't think I would mistake the place where I have lived that long and give the wrong address.

The CHAIRMAN. There might be, however, some confusion in the mails unless you could be certain that the address was the same in each case. You are certain that your inability to hear from them is not due to a wrong direction on your part?

Mr. EDWARDS. I only gave them one address, and that one only, and that one address was where I was in Texas about all the time. I was at that same address that I gave to them in the letter when I requested the transportation. I gave them the same address that I gave them when I requested it by telegraph.

The CHAIRMAN. Do you remember the date, or how long it was after you had written for instructions to New York before you started from Texas to New York?

Mr. EDWARDS. Seventeen days.

The CHAIRMAN. There was plenty of time to have heard from them?

Mr. EDWARDS. Oh, I think so. It takes a letter three days to come from Texas here.

The CHAIRMAN. Your judgment is, then, that your inability to hear from them was not due to any negligence on your part?

Mr. EDWARDS. Well, I don't feel like it is. I know it is none of my fault, because I certainly gave them the correct address.

The CHAIRMAN. Are you complaining, as Mr. Wright did this forenoon, about discourtesies shown you in the board or through the officers?

Mr. EDWARDS. Partially; yes. I am not complaining as Mr. Wright did, and do not copy anybody.

The CHAIRMAN. That was not the force of my question. What I am trying to get at is whether the practice of the board was to show discourtesy to the boys who were seeking advice. Mr. Wright seemed to think it was. Your testimony thus far has not suggested any discourtesies at all.

Mr. EDWARDS. The discourtesy is just about even in my case, because I stood my own ground, as far as acting discourteously. When a person starts being discourteous with me I don't feel I have anything against him if I can take up for myself, but I say the interest shown by some men there in that board was not the best in them. Whether it was the board's fault or theirs, I know not.

Mr. SEARS. Could you name any of those men, Mr. Edwards?

Mr. EDWARDS. That did which?

Mr. SEARS. That were discourteous to you?

Mr. EDWARDS. I think if you will read my statement, that I said where a person was discourteous to me, that I felt I had no charges against that part of the board.

Mr. SEARS. Well, we want to get the facts, and if a man was discourteous to you, we want to know it. He might disagree with you and still not be discourteous.

Mr. EDWARDS. Oh, well——

Mr. SEARS (interposing). You have no specific charges, as I understand it, to make against anyone, so far as discourtesy is concerned?

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Mr. EDWARDS. Yes; I think that they could have been discourteous to me in some ways. I will cite you one.

When I told this man at 280 Broadway that I had been promised transportation, he asked me if I knew any more jokes, and thought I was kidding him, which, by the way, a soldier does sometimes—kid a person—but I wasn't; I was deadly in earnest about it. And another case where the doctor did not—at the Federal board there he told me: "I don't see why any red blooded American, as you claim to be yourself, would come in here looking for this charity and the sympathy of these people." And he was one of them. Of course, I didn't go in there with that intention in mind when I went there.

Mr. SEARS. Have you the letter that was returned to you from Texas?

Mr. EDWARDS. Returned to me from Texas?

Mr. SEARS. Yes. I thought you said a letter came from the board notifying you that you had been transferred to Texas, but it came after you left Texas.

Mr. EDWARDS. It didn't come to me; it came back to the board, but not to me.

Mr. SEARS. You don't know what date that letter bore?

Mr. EDWARDS. No. It was approximately after March 15.

Mr. SEARS. Was it returned to New York March 15 or mailed out from New York March 15?

Mr. EDWARDS. It was mailed from New York March 15 and returned to New York when it found me, not in Texas. They found me back in New York.

Mr. SEARS. What time did you get back in New York?

Mr. EDWARDS. I got to New York in the latter part of March. I don't remember just the date.

Mr. SEARS. What was the date—I forget the date you said you wired.

Mr. EDWARDS. That I wired them?

Mr. SEARS. Yes.

Mr. EDWARDS. I didn't mention the date.

Mr. SEARS. What was the date?

Mr. EDWARDS. I can't say. I can't remember that well.

Mr. SEARS. What was the date you wrote them from Texas?

Mr. EDWARDS. I wrote them—it was about March 15 when my leave lacked five days of being up, in time for them to send me transportation and get me back to New York City—just how long that takes, because I always take advantage of leave when I get it.

Mr. SEARS. You wrote about March 15, and afterwards you wired. When did you leave and when did you get to New York?

Mr. EDWARDS. I waited after I wired, I think the wire went off about the 15th. I think the letter had gone ahead of that some time. I am a little mixed in the dates. I would rather you would not ask me that, because you can find the dates are perfectly straight.

Mr. SEARS. You can see the importance of the date when they wrote you.

Mr. EDWARDS. I wrote them, if I understand myself right, in ample time for them to send me transportation pay, and I also gave them ample time to answer me before I sent the telegram. I also waited longer after, not receiving an answer from the telegram, than

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I did before, then I proceeded to New York City, to find myself transferred to Texas.

Mr. SEARS. That would put you in New York about the 15th of March?

Mr. EDWARDS. I am not sure that it is not the 27th.

Mr. SEARS. If everything worked smoothly.

Mr. DALLINGER. Did you have any dealings with Mr. Clark personally?

Mr. EDWARDS. Any dealings against him?

Mr. DALLINGER. No; any dealings direct with him?

Mr. EDWARDS. Yes; I think that Mr. Clark knows me. I know him personally. He knows my case. He knows that my case had been neglected. He has told me so in the presence of Mr. Farwell and Mr. Moulton. All three of them were of the same mind about it, that my case had been neglected and that they had almost failed in several ways, but at the same time he swore to me that he would do all he could for me.

Mr. DALLINGER. Was Dr. Clark in charge at the time you speak of, at the time you got back in March?

Mr. EDWARDS. I said D. V. O., assistant D. V. O. That is what I mean.

Mr. DALLINGER. Dr. Clark was assistant at the time?

Mr. EDWARDS. Yes, sir.

Mr. DALLINGER. And when was this date that you say Dr. Clark and Mr. Farwell and the other gentleman admitted that your case had been neglected?

Mr. EDWARDS. I couldn't say. I really don't know. It was in November.

Mr. DALLINGER. The November following March that you got back from Texas?

Mr. EDWARDS. Oh, yes.

Mr. DALLINGER. And where was it?

Mr. EDWARDS. In Mr. Farwell's office, 469 Fifth Avenue.

Mr. DALLINGER. Was Dr. Clark ever discourteous to you?

Mr. EDWARDS. No.

Mr. DALLINGER. Or Mr. Farwell?

Mr. EDWARDS. Neither of them. They took a personal interest in my case and marked it "special" for the reason that they knew that I had been treated wrong, and I had not been given what I was supposed to have.

Mr. DONOVAN. I would like to simply ask this question. Where you say that you were treated discourteously and you say that the board treated you so, you mean one of the employees in the office of the board in New York? That is the man that you have reference to, as I understand it.

Mr. EDWARDS. I positively have no charges in reference to that, because I am a man of age, and I certainly would have no one treat me discourteously.

Mr. DONOVAN. Then your answer is that you were not treated discourteously?

Mr. EDWARDS. No, sir.

Mr. DONOVAN. That is all.

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Mr. BURROUGHS. I understood you to say that this was the 15th of March that you wrote the board from Texas stating that you were ready to enter training. Is that right?

Mr. EDWARDS. Well, the proceedings of the correspondence was between the 10th of March and the 25th.

Mr. BURROUGHS. Well, it was somewhere along there, I believe you stated.

Mr. EDWARDS. Well, if I did, it is not to be a sworn statement, because I really don't know.

Mr. BURROUGHS. I did not mean to pin you down to any definite date, but as near as you can recollect that would be about the time?

Mr. EDWARDS. That is as near as I can recollect.

Mr. BURROUGHS. Now, then, when did you first get the training that was satisfactory to you?

Mr. EDWARDS. October 1, 1919.

Mr. BURROUGHS. Is that the training that you are receiving now?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. And you have been receiving it since October down to the present time?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. But your complaint, then, is that there was too long a delay there between the time that you were ready for it and the time that you actually received it?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. That would be one charge?

Mr. EDWARDS. One charge; yes, sir.

Mr. BURROUGHS. Do you know Mr. Griffin, who had charge of the office there at one time?

Mr. EDWARDS. Through one conversation with him, in which he told me that U. Grant Smith had unofficially given me this information as to transportation pay.

Mr. BURROUGHS. That was the only talk you had with Mr. Griffin?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. And the only dealings that you had with him at all in connection with this whole matter?

Mr. EDWARDS. That was the only one. I don't know whether he ever acted upon my case or not. I have received letters signed, stamped as usual with a rubber stamp by Mr. Griffin's name, per somebody else.

Mr. BURROUGHS. You have been paid your transportation?

Mr. EDWARDS. If I was paid my transportation I was not paid all expenses, because I think I stated $131.30 was my vouchers, and I received $106.30.

Mr. BURROUGHS. Was any explanation given to you at the time for the reduction?

Mr. EDWARDS. Yes; the fact that I was not—that they only allowed a certain amount for lodgings and meals per day.

Mr. BURROUGHS. While your memorandum had charged somewhat more than that?

Mr. EDWARDS. Yes; my memorandum had charged a common, ordinary man's lodging and food where he wouldn't be in a tramp's position, or anything like that. I stayed at the War Camp Community place 115 East Twenty-first Street, which is very reasonable, and I ate there.

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Mr. BURROUGHS. And what you paid there was more than the board allowed?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. Do you know what they stated they did allow?

Mr. EDWARDS. $3 a day, I believe, for meals and lodging. I am not sure. I would not commit myself by saying so, but it was at least $2 too much a day I had on my expense vouchers.

Mr. BURROUGHS. Was it a fact that the War Community Service was as much as $5?

Mr. EDWARDS. Other expenses—that included expenses of the whole day, such as making trips to 280 Broadway and such as buying my cigarettes and my shave, which I had not at that time learned how to do, by the way, having one arm off—and various things that, of course, you would not do, nor a common, ordinary American, but I mean the man that they think should live on this allowance would do—would do these things. They would shine their shoes if they needed it and would shave themselves.

Mr. BURROUGHS. Is it your best memory that the limit which the board placed on you was $3 a day?

Mr. EDWARDS. That is all, I think, that they did promise me, was $3, and probably it was not that much.

Mr. BURROUGHS. You think it was rather under than over?

Mr. EDWARDS. It stands to reason that is the mark which they gave. It was in round marks not more than $3, and if it was under $2 it was $2.

Mr. BURROUGHS. You don't have that letter, I suppose, here?

Mr. EDWARDS. For which?

Mr. BURROUGHS. The letter in which they stated that fact?

Mr. EDWARDS. It was in the form of a voucher.

Mr. BURROUGHS. I mean the communication in which they made known to you that they would not pay more than $3 a day.

Mr. EDWARDS. I did not receive any communication to that effect at all. I merely received my check for $106.30.

Mr. BURROUGHS. But I understood you to say that the reason——

Mr. EDWARDS (interposing). That was merely hearsay from the chief clerk.

Mr. BURROUGHS. That was told you by the chief clerk?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. Who was the chief clerk?

Mr. EDWARDS. Mr. Moulton.

Mr. BURROUGHS. And they did actually allow you $3 a day when you came to final settlement?

Mr. EDWARDS. I think that is what it was. I won't commit myself by being sure.

Mr. BURROUGHS. I think that is all I have.

Mr. VESTAL. As I understand, you had made all arrangements for your training before you were discharged?

Mr. EDWARDS. With the exception of signing up.

Mr. VESTAL. With that exception?

Mr. EDWARDS. Yes, sir.

Mr. VESTAL. You wanted to take training in Texas?

Mr. EDWARDS. Yes, sir. They persuaded me to New York.

Mr. VESTAL. They persuaded you to take training in New York?

Mr. EDWARDS. Yes, sir.

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Mr. VESTAL. And then they sent you to Texas, or permitted you to go to Texas on a vacation, or to see your relatives?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. And the first balling up of this whole business took place while you were in Texas, failing to get your transportation?

Mr. EDWARDS. Yes, sir.

Mr. BURROUGHS. From your testimony I gain, Mr. Edwards, this information—see if I am right: That all of your troubles regarding your being neglected in certain ways, and failure to get the sort of training that you had signed up for—all of this trouble originated or took place in the New York office?

Mr. EDWARDS. I don't think I would commit myself to say yes.

Mr. VESTAL. You don't think you would say that?

Mr. EDWARDS. I think that I will say that.

Mr. VESTAL. You have no evidence that the officers of the Federal board here in Washington in any way neglected you?

Mr. EDWARDS. There is one there that did neglect me, but he has been transferred since that happened—the man that I feel like he treated me dirty.

Mr. VESTAL. That was the very fellow I want to find out about. Who is he?

Mr. EDWARDS. U. Grant Smith. And I would like to go a little further than that. I have no charges against that man if I could meet him in public; that is about what kind of a man I am.

Mr. VESTAL. Now, I want to ask another question along that line, because I don't remember—what is the specific charge against Mr. Smith? What was it he did or did not do or failed to do? You probably testified to that, but I don't remember.

Mr. EDWARDS. I did. He did not back any of the promises up that he had made me, not one.

Mr. VESTAL. Is he the gentleman who promised you your transportation?

Mr. EDWARDS. He is the gentleman. He is the gentleman that told me that training in New York City would benefit me more than in Texas, and he is the gentleman that was too busy to see me for two days straight in the 280 Broadway office when they were in offices there. He is the gentleman that I have been unable to see since the time that he really made these promises at all.

Mr. VESTAL. You are getting along all right now? You have no complaint now with your training?

Mr. EDWARDS. No complaint at all. I am under my own auspices now.

Mr. VESTAL. I see. You are under section 3 training?

Mr. EDWARDS. Yes, sir.

Mr. VESTAL. That is, the board is paying your tuition and paying for the books and things of that kind?

Mr. EDWARDS. They are paying for my tuition, not for my books.

Mr. VESTAL. You don't have any books?

Mr. EDWARDS. I have reference books, but they will not pay for reference books.

Mr. VESTAL. I believe you mentioned something about a typewriter. They have not furnished you a typewriter?

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Mr. EDWARDS. I knew it was impossible to get the typewriter from the Federal board, because of hearing other men say that they could not get them. I have a typewriter now, but not from the Federal board.

Mr. NELSON. I think reference was made to U. Grant Smith. Is he a civilian doctor or is he in the service?

Mr. EDWARDS. He was not a surgeon or a physician, if I can best remember. He was merely an adviser of the board, or what they call them—representative—a training officer.

Mr. NELSON. Was he ever known as Maj. Smith?

Mr. EDWARDS. I am sure I never went into his record. I merely met him in civilian clothes.

Mr. ROBSION. I don't know that I heard you say—I was out part of the time—but what is your rating at the present time?

Mr. EDWARDS. One hundred per cent permanent disability.

Mr. ROBSION. And you say you were not permitted to take training under section 2?

Mr. EDWARDS. Oh, no; I was in training under section 2 when I received that 100 per cent permanent, and I was transferred to section 3. I preferred that.

Mr. ROBSION. And are you still 100 per cent?

Mr. EDWARDS. I will be the rest of my life.

Mr. ROBSION. So that this change of training from section 2 to section 3 was on your own motion?

Mr. EDWARDS. Positively.

Mr. ROBSION. Now, upon what occasion was this that Mr. Clark admitted that your case had been neglected? How did that come about?

Mr. EDWARDS. Well; I don't know as he said in plain words, with the interpretation that way. I won't commit myself by trying to quote Mr. Clark, but I think that he says——

Mr. ROBSION (interposing). I haven't asked you what he said; I wanted to know what brought that about.

Mr. EDWARDS. It was the fact that I had told them my story, where I had been delayed. I had just been turned down on getting this refund to my transportation so far. They had turned me down and said it was impossible. The men whom I had previously had conversations with about it had told me that it was an impossibility to get it, and there were other things that they had promised and didn't do, and these three men said that I should be refunded for for this and that I should be taken care of to a certain extent.

Mr. ROBSION. So Mr. Clark and the other two gentlemen made this admission after you had detailed the treatment you had received at the hands of the board there in New York?

Mr. EDWARDS. Yes, sir.

Mr. ROBSION. And from that time on your treatment was better?

Mr. EDWARDS. Well, yes; my treatment was better from that time on.

Mr. ROBSION. Who were the other two men that you mentioned?

Mr. EDWARDS. S. E. Farwell and W. Moulton, or W. J. Moulton.

Mr. ROBSION. Have you any complaint to make against the action of the board since that occasion, November 19, 1919?

Mr. EDWARDS. Well, I don't understand this letter, which advises me to remain in section 2 of the rehabilitation act and receive $80

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per month from the office "as you have in the past," when I could receive in two checks $128.75, and receive section 3 training.

Mr. ROBSION. Now, you detailed to Mr. Clark your relations with this Mr. Smith, did you?

Mr. EDWARDS. Not to Mr. Clark; certainly, no; to the three of them.

Mr. ROBSION. Well, to the three of them.

Mr. EDWARDS. Talking forwardly to Mr. Farwell, the chief.

Mr. ROBSION. You have stated that Mr. Smith has been transferred to the central office in Washington from New York? Did that transfer take place before or after Mr. Clark and these gentlemen admitted that you had been mistreated?

Mr. EDWARDS. Months before.

Mr. ROBSION. And is it your understanding that Mr. Smith is still in the service?

Mr. EDWARDS. Yes; it is my understanding.

Mr. ROBSION. What position does he occupy?

Mr. EDWARDS. I don't know, but when I was down here before the committee, some months ago, Mr. Lamkin told me that Mr. Smith was still in that board.

Mr. ROBSION. Do you understand he has been promoted?

Mr. EDWARDS. I didn't ask as to his rank or anything of that sort.

Mr. ROBSION. That is all I have.

The CHAIRMAN. You are excused, Mr. Edwards.

Mr. Danielson, will you take the stand?

STATEMENT OF MR. CHARLES S. DANIELSON, BURSAR OF COLUMBIA UNIVERSITY, NEW YORK CITY.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Danielson, will you state what relationship the university has had with the Federal board?

Mr. DANIELSON. Well, the burden of my complaint is the inability to get my bills paid. We rendered a bill for summer-session students in last July, and we tried on numerous occasions to get our money and could not do it. Then the winter session was likewise, and I finally got my check on the 17th of March this year.

They owe us now for spring session $15,600, approximately, for 159 students. I have not billed that as yet, because they tell me I can not get it until the end of the year. I complained that that was not fair, for the reason that it cost us between $600 and $700 a year interest to carry those accounts, which we do not have to do with our regular students. When I go back I am going to make up my bills and present them, and unless I get attention I am going to write some of the members of this committee and ask them if we can't get our bills paid.

The CHAIRMAN. What is the custom of the university in the collection of its bills?

Mr. DANIELSON. The fees are due immediately upon registration, due in advance, and a student does not complete his registration until his fees are paid. That is, the payment of fees is a part of registration, and we are not supposed to send the subject cards to the class until the man has paid his fee.

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The CHAIRMAN. The business relationship is individual. The university deals with the individual student?

Mr. DANIELSON. I don't get that question.

The CHAIRMAN. The student pays the university himself?

Mr. DANIELSON. The individual; yes.

The CHAIRMAN. While, in regard to the rehabilitation student, you deal directly with the board?

Mr. DANIELSON. Yes, sir; with the board.

The CHAIRMAN. How are these boys admitted, all at once?

Mr. DANIELSON. No; at different times, depending upon when they present themselves, and a letter from the board authorizing their training. Those letters are presented to me as counsellor, and to the registrar. The registrar will register the man for the subjects he wants to take. That may run along from the opening of a session for about two weeks, sometimes three weeks.

The CHAIRMAN. What is the character of the contract you have with the Federal board, as to when they are to pay?

Mr. DANIELSON. Well, there is no contract in regard to payment.

The CHAIRMAN. You don't have any agreement about that at certain periods?

Mr. DANIELSON. The agreement was in the beginning; the Federal Board sent us a regular contract stating that this man has been assigned to the university for training. It did not limit, as far as I remember, the amount that was to be charged. It could not, because we charge on a point basis and not a flat fee.

The CHAIRMAN. Well, this $15,000, how long has that been owing to the university?

Mr. DANIELSON. Well, our spring session opened up the 3rd of February, the 3rd or 4th of February, and the fees are supposed to have been paid then. We allow a week for a man to pay his fee.

The CHAIRMAN. You say you have not submitted a bill?

Mr. DANIELSON. I have not submitted a bill.

The CHAIRMAN. Have you reasons for believing that if you had submitted a bill it would not have been paid?

Mr. DANIELSON. Up until recently. It has been intimated—it was conveyed to me over the telephone that my bill ought to be presented, but I have not presented it because I was told it would not be paid until the end of the session.

Mr. TOWNER. How many students did you say you had, Mr. Danielson?

Mr. DANIELSON. In the spring session, 159.

Mr. TOWNER. Most of those students are assigned to what division?

Mr. DANIELSON. To all divisions in the subjects in the college, extension teaching, in journalism; some are far enough advanced to take graduate courses.

Mr. TOWNER. Some are taking graduate courses?

Mr. DANIELSON. Yes. The question of degree fees is coming up now. Some of them are going to graduate and take a baccalaureate degree of A. B. in June, and that is a question I haven't been able to settle yet, whether the Federal Board will pay the fees or not.

Mr. DONOVAN. Mr. Danielson, I understand the dues that were payable on February 1 last to date have not been paid?

Mr. DANIELSON. Yes, sir.

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Mr. DONOVAN. That somebody has requested you to submit your bills, and you have not submitted them?

Mr. DANIELSON. They have not requested.

Mr. DONOVAN. Well, it has been suggested to you?

Mr. DANIELSON. Yes; it has been suggested.

Mr. DONOVAN. And you have not done so?

Mr. DANIELSON. I have not.

Mr. DONOVAN. Has it been the policy or the desire of the college or university to employ the attitude which is rather general by educational institutions, to be somewhat philanthropic or kindly in accommodations in the training of these young men, so far as the financial arrangement is concerned, or as to their individual comfort and betterment?

Mr. DANIELSON. I have personally loaned the boys money from my own pocket.

Mr. DONOVAN. I know about you all right, your office or mine but I mean now the university.

Mr. DANIELSON. The university has been very lenient with the boys, and I think the entire staff is in sympathy with the training.

Mr. DONOVAN. But in regard to the contract, as far as tuition is concerned, the university feels that it can not afford to wait longer than it has for payment?

Mr. DANIELSON. Yes; that is so. There is no question about it, it is a drain on our endowment which we can not afford. As you know, all colleges are out now asking for money, and it cost us between $500 and $600 a year interest.

Mr. DONOVAN. In other words, the kindness or the philanthropy does not go to the extent, as applied by the university, to waiving that requirement?

Mr. DANIELSON. Well, that would not pay our bills.

Mr. DONOVAN. Of course it would not, and that is why you don't waive it.

Mr. DANIELSON. That is the idea, exactly.

Mr. NELSON. I have just one question.

I believe the statement was made that some one told you that the bill would not be paid, and therefore you have not presented it. Who told you that?

Mr. DANIELSON. I beg pardon?

Mr. NELSON. I think you made the statement a while ago that the reason the bill had not been presented was that you had been told that it would not be paid until the end of the session?

Mr. DANIELSON. Yes.

Mr. NELSON. Who told you that?

Mr. DANIELSON. I don't know. It was told to me over the telephone.

Mr. REED. It is a little curious—you say you were told over the telephone. Were you told that by somebody in New York or Washington in an official capacity or private, or how?

Mr. DANIELSON. I didn't get your question.

Mr. REED. You say you don't know who told you over the telephone?

Mr. DANIELSON. It was the New York office—some one in the New York office.

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Mr. REED. Of the Federal Board?

Mr. DANIELSON. Yes, sir.

Mr. ROBSION. I believe you say you have 159 students at your institution?

Mr. DANIELSON. Yes, sir.

Mr. ROBSION. From your observation, I should like to know what you think of this test attending this training of the young men?

Mr. DANIELSON. I think it is proving a great success. Every boy that I have talked with—and I have talked with many—is very earnest. We haven't one that I know of at Columbia that does not appreciate the training and is getting a benefit from it.

Mr. ROBSION. There has been some discussion in the past that a great many young men are signing up for this training for the purpose merely of drawing the pay. Have you had any experience like that in Columbia?

Mr. DANIELSON. No; they could not stay at Columbia under those conditions. The officers themselves—the teaching staff—would weed them out and put them out.

Mr. ROBSION. Have you found any cases in which the young men were attempting to take the course, or take a course of study for which they were not fitted or qualified?

Mr. DANIELSON. Yes; there have been several of those, and Prof. Jones, the director of admissions, and Dr. Patterson have talked with those young men and tried to put them in a place where they should belong. In several cases they left the university on that account. I had one just before I came up to Washington of a young man that had not had any—I think only second-grade education and was not qualified to go into the classes that we had, so we put him into the home-study class. Now, whether the Federal board will pay for that I don't know. If they do not, some of the rest of us are going to pay for it.

Mr. ROBSION. Leaving out of the question our duty to take care of the soldier boys, does the vocational training pay, in your judgment?

Mr. DANIELSON. Yes, sir; it does. I am positive of that.

Mr. ROBSION. From your observation of the working of the vocational law, have you any suggestions to make for its improvement?

Mr. DANIELSON. No; I don't think I am quite qualified for that. That is the educational side, and I don't think I want to say much about it.

Mr. ROBSION. Do you have any criticism to offer to the law or to the administration of the law, except the delay in settling the amount due to your institution?

Mr. DANIELSON. Well, there has been confusion of methods from the start. It seems to me that there should be a man at the head of that office who has had business training, a man of broad mind and vision.

Mr. ROBSION. Now, you say, "that office." What do you mean?

Mr. DANIELSON. I mean the New York office. My experience has been altogether with the New York office.

Mr. ROBSION. Is it your opinion that the man who has had charge of that office does not possess those elements or qualifications?

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Mr. DANIELSON. I do not know that. I do not know Mr. Clark. He came on very recently, I think—only in the last few months.

Mr. ROBSION. You say there is confusion and cross-purposes in the work, etc. I wish you would be a little more specific and definite.

Mr. DANIELSON. What I meant was the confusion of methods in the beginning. We sent our bills—we were told to make our bills on a certain form. The bills were left, possibly, in the files until they collected for several months and then we were told to make them up another way, and I think on three different occasions we were told to make those bills on different forms. I sent my secretary down to the office and she spent a part of two or three days trying to straighten out the matter, and finally the bills were straightened out and we were told how to do it, and the bill was paid, as I say, on the 17th of March.

Mr. ROBSION. Did you have trouble at the time Mr. Griffin was in charge of the New York office?

Mr. DANIELSON. I think that was the time I have in mind when the confusion of methods occurred—during Mr. Griffin's and Mr. Farwell's time.

Mr. ROBSION. I notice that you confined, so far as your explanation in confusion of methods was concerned as relating to the bills, the finances?

Mr. DANIELSON. The financial part; yes, sir.

Mr. ROBSION. Now, have you any suggestions, or have you made any observations of any confusion of methods or cross-purposes, in the training and the other part of the work of the board?

Mr. DANIELSON. No; I would rather not go into the educational side, because I don't know enough about it.

Mr. ROBSION. But you think the training is a great success to the young men at Columbia?

Mr. DANIELSON. I do.

The CHAIRMAN. Mr. Dallinger has a question, Mr. Danielson.

Mr. DALLINGER. I just wanted to ask you, Mr. Danielson, if any member or employee of the Federal board gave you any reason for the nonpayment of your bills at any time?

Mr. DANIELSON. No; that was the queer part of it. I could not get any reason for it. I could not get any answers. I wrote time and again, and there was no reply until very recently, and then after the propagation of the fact that the board owed us some money, I received a letter a day or two after that our bills would be paid the following week.

Mr. DALLINGER. Your relations were entirely with the District office in New York?

Mr. DANIELSON. Yes, sir.

Mr. DALLINGER. You don't know whether they sent the bills on to Washington or not?

Mr. DANIELSON. I do not know.

Mr. DALLINGER. And there never was any intimation made to you that the reason why they did not pay it was because they did not have the money?

Mr. DANIELSON. No, sir.

Mr. SEARS. In order that I may get it straight, you received the check in February; does that pay the university up until February?

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Mr. DANIELSON. No; I received a check in March, the morning of the 17th of March, for $7,900—about. They deducted several items which I shall have to take up with them later. They have deducted our chemical deposit accounts, which amounts to possibly $1,000 or more, which I will have to take up with them. There seems to be a dispute there as to the form of bill that they will accept.

Mr. SEARS. Mr. Danielson, up to what date did that check pay the university?

Mr. DANIELSON. It was supposed to pay up to the 3d of February, to pay our summer and winter sessions, with some exceptions.

Mr. SEARS. How much do they owe you now, approximately?

Mr. DANIELSON. For the winter session they owe me approximately $15,600, and there were some disputed items, possibly $1,000 more.

Mr. SEARS. I ask that because I see it stated that they owe you $19,500.

Mr. DANIELSON. They paid $7,900 of that in February, since that statement was made. I believe that statement was $9,500 for the summer and winter session and $10,500 for the spring session, but that was not enough.

Mr. SEARS. This statement was made March 13?

Mr. DANIELSON. Yes. I guessed at that. I merely guessed at that. I hadn't our books written up at that time and I have had them written up since.

Mr. SEARS. And you are now preparing this bill to send to them?

Mr. DANIELSON. I am.

Mr. DONOVAN. Mr Danielson, as I understand it now, the substance of the situation is that bills payable last September were paid on the 17th of March, clearing up everything with the exception of the disputed amount of about $1,000?

Mr DANIELSON. Yes, sir.

Mr. DONOVAN. That is still in abeyance to be adjusted.

Mr. DANIELSON. Yes, sir.

Mr. DONOVAN. The winter term, so called, started in February, 1920?

Mr. DANIELSON. The spring term.

Mr. DONOVAN. And it is now substantially March 30 and the bills for that spring term have not yet been paid; neither has the bill been rendered?

Mr. DANIELSON. That is right.

Mr. DONAVAN. And some one over the telephone told you to render the bill, and some one else told you it would do no good?

Mr. DANIELSON. Yes, sir.

Mr. DONOVAN. And the jury is still out?

Mr. DANIELSON. Yes, sir.

Mr. DONOVAN, That is all.

The CHAIRMAN. We are very much obliged to you, Mr. Danielson.

Mr. Hartog, will you take the stand? State to the committee your full name and residence.

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STATEMENT OF MR. ALFRED HARTOG, MANAGER COLUMBIA UNIVERSITY PRESS BOOKSTORE, NEW YORK CITY.

The witness was duly sworn by the chairman.

Mr. HARTOG. My name is Alfred Hartog, manager of the Columbia University Press Bookstore, 2960 Broadway, New York.

The CHAIRMAN. Now, Mr. Hartog, have you any charge to make against the board?

Mr. HARTOG. I have about the same charge to make as Mr. Danielson has—that the board is very slow in meeting its bills.

The CHAIRMAN. You may make a statement before the committee of the facts as they appear to you.

Mr. HARTOG. The board owes us at this moment $3,233.38, of which $2,300 is overdue for about six months.

Up to January, 1920, the board had not paid for purchases made by the students of February, March, April, May, and June of last year, and September. In September, when I started to get nervous about the money, I went down town to the board to find out when the money would be forthcoming. I could not get anybody to give me any information. I kept on sending bills. In the meantime, in October, the bills amounted to over $2,000.

The bookstore is doing a cash business under the contract with the trustees of Columbia University, but the bookstore also opens charge accounts for professors and students, but the store is not prepared to have charge accounts on its books for five and six months unpaid.

In September, when the amount was about $2,000, I went down to the board with the bills made out as requested by the board, and tried to get some information when the money was coming to us. I tried to see Mr. Farwell, who was the head at that time. I was told that I could not see him.

In October the bills amounted to about $3,000. I went again with the bills, and I got the information that Mr. Farwell was busy and was not to be seen.

The CHAIRMAN. Was this at the office of Mr. Farwell?

Mr. HARTOG. Yes, sir; in front of his office, in 469 Fifth Avenue—whatever the number is, I am not sure—the corner of Forty-first Street and Fifth Avenue.

The CHAIRMAN. The party who told you that you could not see Mr. Farwell knew what you wanted to see him about?

Mr. HARTOG. Yes, sir; it was a young lady.

The CHAIRMAN. Do you have any evidence that Mr. Farwell knew you were there?

Mr. HARTOG. Well, he was in. I know that, because I asked whether he was in, and the lady went inside and came out again and said he could not see me.

The CHAIRMAN. You say you do not run a credit account but a cash account? You don't sell on credit, but for cash?

Mr. HARTOG. Yes; we do sell on credit.

The CHAIRMAN. On credit to students?

Mr. HARTOG. To the students and to the professors.

The CHAIRMAN. When you sell on credit do you submit a monthly bill?

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Mr. HARTOG. A monthly bill which is payable in 10 days after the statement is received.

The CHAIRMAN. Have you submitted a bill to the board?

Mr. HARTOG. Every month, sir.

The CHAIRMAN. And what is the reply?

Mr. HARTOG. There is no reply. The board has paid us, as I stated before, some bills in January which were overdue for six or seven months.

The CHAIRMAN. Upon whose authority do you sell the books to the students?

Mr. HARTOG. This system has been changed; the system of selling to the students has been changed three times since February of 1919. First, the board made a contract with Columbia University for the tuition fee and the books and the supplies to be sold to the students, and we were to turn in the bills to Mr. Danielson at the end of each month.

The CHAIRMAN. When you sell the books to the students is it upon the student's statement or upon the statement approved by the board?

Mr. HARTOG. I have to go back to the various systems, because at the present time they have a system since February 1. Before February they didn't have a system.

The CHAIRMAN. Who changed the system, the board or the university?

Mr. HARTOG. I believe the system was changed after Mr. Farwell left the board or resigned.

The CHAIRMAN. Was it upon the initiative of the board or of the university?

Mr. HARTOG. Upon the initiative of the board.

The CHAIRMAN. The system, then, is the board's system?

Mr. HARTOG. At the present; yes, sir.

The CHAIRMAN. The thing I want to get at is whether there is such a thing as your selling to students without authority, and therefore the board could not be held for it.

Mr. HARTOG. No; we have never sold without authority.

The CHAIRMAN. You are sure of that?

Mr. HARTOG. I have the correspondence here—our first authority and the changes later on.

The CHAIRMAN. Are there any items of dispute between you and the board as to price or as to books?

Mr. HARTOG. No, sir.

The CHAIRMAN. All accounts are undisputed?

Mr. HARTOG. With the exception of a brief case which I sold to a student with only one arm. I thought he was entitled to it. I have been notified by the board that this brief case will not be paid for. I have taken it off of the account, and if the board doesn't pay it, I pay it.

The CHAIRMAN. And the amount underpaid now amounts to how much?

Mr. HARTOG. $3,233.38.

The CHAIRMAN. How far back does that go?

Mr. HARTOG. This goes back to September, the bulk of it, but there are some unpaid bills for June and July.

The CHAIRMAN. What was the last time you received any money from the board for books?

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Mr. HARTOG. In January.

The CHAIRMAN. Was that part payment or full payment?

Mr. HARTOG. That was part payment—just some items picked out and some of them dating back as far as February, 1919.

The CHAIRMAN. Have you ever gone over these accounts with anyone in authority?

Mr. HARTOG. Recently; yes, sir.

The CHAIRMAN. And what is the result of that conference?

Mr. HARTOG. The result is that I have been promised that the board will take care of it.

Mr. SEARS. What is the balance due? I didn't catch that.

Mr. HARTOG. $3,233.38.

Mr. SEARS. How much was paid, or has been paid?

Mr. HARTOG. Altogether, the whole amount of business that we have done with the board since February, 1919, is $4,206.90. Of this amount $973.52 has been paid, leaving a balance of the amount I told you.

Mr. SEARS. You had 159 students there, I believe.

Mr. HARTOG. I just counted them. We are keeping 145 accounts. I have all of the account sheets here. They may have 159. It is possible that some of these smaller accounts have been wiped out by the payment in January.

Mr. SEARS. What general course of study are the students following? Different courses?

Mr. HARTOG. All kinds, sir.

Mr. PLATT. How do you account for the failure of the board to pay you? Is that the intention on their part?

Mr. HARTOG. It seems to be the inefficient system they had.

Mr. PLATT. They never made any definite explanation?

Mr. HARTOG. No, sir. I have written them letters, one letter after another, and told them how we carried charge accounts and that we can't keep them on our books longer than 30 days, and they never gave us any explanation.

Mr. PLATT. They did not say they did not have the money or the appropriation was not sufficient or anything of that sort?

Mr. HARTOG. Nothing of the sort; no, sir.

Mr. DONOVAN. Do you sell the books to the board at wholesale rate, at net cost to you, or at a profit?

Mr. HARTOG. At a profit.

Mr. DONOVAN. How much of a profit?

Mr. HARTOG. It is hard to say.

Mr. DONOVAN. Average it; approximate it.

Mr. HARTOG. We have a contract with Columbia University that we give the students a discount from the list prices on books—textbooks.

Mr. DONOVAN. I thought you were the representative of the university, and that it had a cooperative store that you managed. Am I right in that assumption?

Mr. HARTOG. No, sir; your idea is wrong about that.

Mr. DONOVAN. And you are a separate business. What is the name of the concern?

Mr. HARTOG. Lempkie & Buechner.

Mr. DONOVAN. Then you are not in any way officially connected with Columbia, other than having a contract to sell certain books?

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Mr. HARTOG. Yes, sir.
Mr. DONOVAN. Have you a contract with the college?
Mr. HARTOG. Yes, sir.
Mr. DONOVAN. What do you pay the college for that contract?
Mr. HARTOG. Do I have to answer that question?
Mr. DONOVAN. No. Do you pay a given sum or a consideration?
Mr. HARTOG. I would rather not answer.
Mr. DONOVAN. On that contract? I am not asking you what you pay, how much; but do you, as a matter of fact, pay the college a consideration for the privilege you enjoy of selling the books to the students?
Mr. HARTOG. I am not prepared to go into this matter at all.
Mr. DONOVAN. Well, then I understand you decline to answer whether or not you pay Columbia a consideration for the privilege you enjoy of selling the books to its students?
Mr. HARTOG. Yes; I decline.
Mr. DONOVAN. Now, would you state to the committee the average profit that you make in the sale of your textbooks to the students of Columbia, or, more particularly, to the crippled students that are in training?
Mr. HARTOG. Do I have to go into this? We are a business concern and I don't see why I should be compelled to answer the question.
Mr. DONOVAN. That is your answer?
Mr. HARTOG. Yes, sir.
Mr. DONOVAN. My purpose in asking this question——
Mr. HARTOG (interposing). Pardon me. May I say something?
Mr. DONOVAN. I thought you had completed your answer.
Mr. HARTOG. If you will tell me the purpose, I may answer.
Mr. DONOVAN. The purpose is this, to see if the Vocational Board, which is a governmental agency, is buying the books at net price; if the Vocational Board is paying an exorbitant profit, or a profit beyond which it could buy at wholesale, I think my question is very pertinent, and that it is my interpretation and that is my reason for asking the question.
Mr. HARTOG. Well, the Columbia Bookstore——
Mr. DONOVAN (interposing). If you will pardon me just a moment—and further, that a person who sells to the board at a profit might be more tolerant in extending time of payment than a person who was selling to the board at a wholesale price.
Mr. HARTOG. I am now ready to tell you something about the profits we made.
Mr. DONOVAN. Average, that is all—approximately. I am not asking you for the secrets of your business.
Mr. HARTOG. It is not exactly a secret, but I simply was not prepared to tell how we transact business. I don't think any business man is willing to do that.
Mr. DONOVAN. I don't want you to do anything that will injure your business.
Mr. HARTOG. Then I will just explain to you how we arrive at the price. For instance, a textbook costs $1.50 list price, as we call it; on this book we get 20 per cent, and we give the student 7 per cent off, selling the book for $1.40, and the book cost us $1.20. We have figured it out on January 1 it cost us about 15 per cent to do

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this kind of business in our store, and on our textbooks, which is the bulk of our business, we are not making this 15 per cent overhead expenses, so we are not disposing our profits—I did not mean to hide any large profits. I did not care to make public how little expense we handle the bookstore on.

Mr. DONOVAN. You are perfectly justified in taking that position. Nobody has any complaint to make with you in it.

Now, I understand that out of the total sale of $4,260, you have received $970 and some odd from the board in part payment. That payament was made in January last?

Mr. HARTOG. The largest amount was paid in January.

Mr. DONOVAN. January last the total payment amounted to $973?

Mr. HARTOG. No, sir; in January, 1920, we received $382.96.

Mr. DONOVAN. And that completed a total amounting to $973?

Mr. HARTOG. Right.

Mr. DONOVAN. What was said by the representatives of the board—and I understand you have dealt largely with the New York district manager?

Mr. HARTOG. Yes, sir.

Mr. DONOVAN. Rather than with the board itself here in Washington?

Mr. HARTOG. I have never dealt with Washington.

Mr. DONOVAN. That is what I understood.

What was said by the New York office in justification of its nonpayment of the difference between what you have sold and the total of $973 which you were to pay?

Mr. HARTOG. Oh, they said: "All we can do is to send the bills to Washington, and if Washington doesn't pay it, it isn't our fault."

Mr. DONOVAN. Did the New York representative at any time have any items in dispute with you of the sales made up to the time of the last payment in January?

Mr. HARTOG. No, sir; as I stated before, there was doubt whether they should pay for a brief case, and another time there was a fountain pen. That is all.

Mr. DONOVAN. With the exception of those two infinitesimal items, so far as you know, New York approved the bills?

Mr. HARTOG. Absolutely.

Mr. DONOVAN. And forwarded it to Washington?

Mr. HARTOG. Yes, sir.

Mr. DONOVAN. For final adjustment and payment?

Mr. HARTOG. That is what they told me. Whether they did it or not—I know they haven't done it. I know they haven't sent the bills to Washington. I know that they neglected that part.

Mr. DONOVAN. Then I understand that that was during the time of the inception of the board, the first number of months under its jurisdiction in New York?

Mr. HARTOG. I didn't get that question.

(The reporter read the question as above recorded.)

Mr. DONOVAN. In other words, the difference here that is due was largely contracted for under the first district manager's jurisdiction in New York City, Mr. Griffin, and then Mr. Farwell?

Mr. HARTOG. Yes, sir.

Mr. DONOVAN. And most of that paid was under Mr. Griffin's administration?

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Mr. HARTOG. I believe so. I don't know. I am not sure about that.

Mr. DONOVAN. That is what you think? If it is not so, I don't want you to say so, but he was longest in control there.

Mr. HARTOG. I don't know.

Mr. DONOVAN. Do you know as a matter of fact whether any of these sales were made to the New York board during his occupancy of the office of district manager?

Mr. HARTOG. Who, Mr. Griffin?

Mr. DONOVAN. Yes.

Mr. HARTOG. How long was he manager?

Mr. DONOVAN. I think he was the manager from the beginning of the work until August, 1919.

Mr. HARTOG. I can give you the exact figures.

Mr. DONOVAN. That is my best guess.

Mr. HARTOG. After August 30 the board allowed $529.75.

Mr. DONOVAN. Then it is a fact, assuming that Mr. Griffin had been the manager in New York previous to that time and up to that date, that your dealings were with him under his jurisdiction?

Mr. HARTOG. That is possible.

Mr. DONOVAN. That is all.

Mr. KING. Is there anything further that this committee can do to assist you to collect your bill? If so, we will be glad to have you suggest it.

Mr. HARTOG. As I said before, the board has changed its system three times, and between the change of the various systems they didn't seem to have any way of approving these bills. My firm has quite some experience in dealing with the Government. The firm has been in existence since 1848 and has practically since then dealt with the United States Government and our bills are all paid in 30 days—no trouble whatsoever. So if a bill is O. K.'d in New York and sent to the Treasury of the United States on the proper form there is no reason why we shouldn't get the money. I believe the whole trouble is in New York. There is no kick coming after the bill is once in Washington.

Mr. KING. The trouble is in the New York office entirely, you think?

Mr. HARTOG. Absolutely.

Mr. KING. Well, the boys have had the books, haven't they? So they haven't been deprived of the study?

Mr. HARTOG. I gave them the books. I wanted them to have the books, and I gave them the books when there was a doubt whether we would get the money or not.

Mr. BURROUGHS. I understood you to say that you were informed by the New York office that your bills which had been submitted to them had been forwarded by them after approval to Washington for adjustment and payment.

Mr. HARTOG. Yes, sir.

Mr. BURROUGHS. And I also thought I understood you to say—if I am wrong about that you will correct me—I thought I understood you to say that you knew that that had not been done.

Mr. HARTOG. Yes; I know it.

Mr. BURROUGHS. Now, I wish you would state, if you will, how you know that.

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Mr. HARTOG. Well, the bills came back. One day in January Dr. Patterson, counsellor for the board, notified me he had a stack of bills about this high [indicating] in his office, and he said would I come over there and help get them out. I went over there and found that they had returned all these bills, five bills for each month's purchase. We had 150 students, and there must have been about 900 bills there—I mean, counting the duplicates and triplicates. And the board asked Mr. Patterson to attach a so-called authority order to each bill and sign each authority order three times, in triplicate. Dr. Patterson said: "I didn't know that I was employed to do this clerical work for the board, but if it helps you I will sign them."

Mr. BURROUGHS. It was subsequent to the time when you had been informed that the bills had been forwarded approved to Washington?

Mr. HARTOG. After that time; yes, sir.

Mr. BURROUGHS. You don't know whether they had been returned from Washington to have this done?

Mr. HARTOG. They didn't look to me as if they had ever reached Washington, because I know how a Government bill looks after it gets to Washington. The signatures were not on the vouchers. You see the board gave use at that time Government vouchers to fill out. They changed that system twice, and these original vouchers were still attached to our duplicate bills.

Mr. BURROUGHS. Who had told you—who was the man who informed you, that these bills had been forwarded, after approval, to Washington?

Mr. HARTOG. At one time Mr. Farwell.

Mr. BURROUGHS. Anyone else that you recall?

Mr. HARTOG. About two or three of his assistants. Also, lately, Mr. Moulton, the chief clerk—or the chief accountant.

Mr. BURROUGHS. Do I understand you that they keep asserting now that the bills have been approved and sent to Washington for payment?

Mr. HARTOG. I don't know what is going on now.

Mr. BURROUGHS. I am asking you if they are still making that statement to you?

Mr. HARTOG. As late as last week I called up Mr. Moulton and he told me he was doing everything he could to get a check for us. As a matter of fact, he is the only one in the Fifth Avenue office that seems to have any common sense and understands why a business man ought to get paid for his merchandise.

Mr. BURROUGHS. Did he tell you that they had been sent in?

Mr. HARTOG. Yes, sir.

Mr. BURROUGHS. As late as last week?

Mr. HARTOG. As late as last week, over the telephone.

Mr. BURROUGHS. So you think that the method, the system, whatever it is, there in that office, or lack of system, as you term it, still continues?

Mr. HARTOG. I haven't been there since the end of January, because I haven't had the time. And I have to see what the new management can do. I haven't received any money as yet.

Mr. BURROUGHS. Is there any other relation that you ever had with this board except what you have referred to here, from which we could get any idea as to their efficiency?

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Mr. HARTOG. Nothing, but—I don't know that I should talk about it. It has enough publicity, I think. When I went to the board the fourth time the whole thing simply got my goat, and I made up my mind to see Mr. Farwell, and after I was refused again I walked into his office and explained to him that I was there to find out whether he could tell me where I could get the money for our overdue bills. He told me—he said: "I don't know. I can't tell you." I asked him whether he was not the head of this office. He said "Yes." By that time he fired a question at me: "Are you an American citizen?" I said to him: "That hasn't anything to do with my coming here for the money." "Well," he said, "I would like to know; are you an American citizen?" I said, "Well, if it gives you any pleasure, I am an American citizen. Where do I get the money?"

And he gave me a long lecture on patriotism—told me all kinds of things that a citizen of the United States should do to help the Government along. I told him then, "If the Government states to me there is no money at the present time to pay our bills, I am perfectly willing to give the Government credit. I think it is a good asset on our books." But he couldn't give me any information whatever. He seemed to be at a loss that a man should approach him to get payment for debts.

Mr. BURROUGHS. Did he seem to resent your coming to him for that purpose?

Mr. HARTOG. Yes, he did. He didn't expect me, either.

Mr. BURROUGHS. He did not, as you believe, treat you courteously?

Mr. HARTOG. No; he did not.

Mr. NELSON. I understood you a while ago to make the statement that you were satisfied the bills had never been forwarded from the New York office to the Washington office?

Mr. HARTOG. Yes, sir.

Mr. ROBSION. Now, there is a special arrangement between your firm and the university by which these books are furnished to the Vocational Training Board, is there?

Mr. HARTOG. No; other than an arrangement between any other Columbia students. We simply regarded them as students.

Mr. ROBSION. Well, there is a special arrangement between your concern and the university to furnish the books to these boys, is there not?

Mr. HARTOG. Yes.

Mr. ROBSION. And you furnish them at the same price that you furnish the other students of Columbia University?

Mr. HARTOG. Yes, sir.

Mr. ROBSION. And the university, to a large extent, controls the price, do they not—help to fix the price, to see that the price is kept moderately low?

Mr. HARTOG. Not exactly. It all depends on what the price is. I mean this book is for the short discounts and the other book is for the long discounts. The more discount the university books get the more reduction they allow to the students.

Mr. ROBSION. The university takes a hand in the matter to see that the students get a fair price?

Mr. HARTOG. Yes, sir.

Mr. ROBSION. And you state to the committee that they do get a fair price?

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Mr. HARTOG. Yes, sir.

Mr. ROBSION. Now, how did you prove your claims in presenting them to the Government for payment?

Mr. HARTOG. By making out bills as requested, in duplicate, and quadruplicate.

Mr. ROBSION. And sworn to?

Mr. HARTOG. Yes, sir; signed, properly signed—not sworn to. Government bills are not sworn to.

Mr. ROBSION. What means did the Government have to ascertain whether they were correct or not?

Mr. HARTOG. We make the students sign for their purchases. They sign a sales ticket and sign the bills later.

Mr. ROBSION. Now is there any dispute or controversy over this bill that you say has not been paid?

Mr. HARTOG. Not that I know of.

Mr. ROBSION. Well, if there was such dispute, are you in such a position as to your connection with your firm that you would know it?

Mr. HARTOG. I ought to know it. I am in charge of the firm.

Mr. ROBSION. And you are in charge of making out the bills and collecting the bills?

Mr. HARTOG. Yes, sir.

Mr. ROBSION. Now, when you went to the New York office, was there any claim that your bill was not correct?

Mr. HARTOG. In January I was told that the board had again adopted a new system by which students would get a so-called purchase authority. This authority would have to go to their instructor; the instructor gives them a list of the textbooks and materials needed. Then they go to the counsellor, Dr. Patterson. Dr. Patterson vouches for the correctness of these requirements—that the student needs these things. Then, after Dr. Patterson has signed it, they go back to the Fifth Avenue branch and exchange this purchase authority for a purchase order. Then with this purchase order they come up to the bookstore and get their supplies, if they are not sick about it in the meantime.

Mr. ROBSION. How long does that take? How many weeks?

Mr. HARTOG. I don't know. Some of the fellows miss their classes. I know that.

Mr. ROBSION. Now, have you complied with that red tape?

Mr. HARTOG. I have for the last two months, as long as they have had this wonderful system.

Mr. ROBSION. And then there is no complaint on the part of the board?

Mr. HARTOG. I wish they would make a complaint; then I would have something to work on. But they never make a complaint.

Mr. ROBSION. Why was that change made and that new system installed?

Mr. HARTOG. I could not tell you, sir.

Mr. ROBSION. Was any explanation given for that?

Mr. HARTOG. Well, I have written them letters, and asked them to adopt some kind of a system which we could see anyhow whether there was something wrong about our bills.

Mr. ROBSION. What was the system before that?

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Mr. HARTOG. The system before this was, the students would come into the bookstore and show me a tuition-fee slip on which was a statement of the bursar that the tuition has been deferred, payment to be made by the Federal Board. This was his identification.

Mr. ROBSION. And then, merely upon that authority, would you give books out?

Mr. HARTOG. I know the textbooks that are needed. I am conducting the bookstore for over 10 years.

Mr. ROBSION. You knew the books that they needed for their training?

Mr. HARTOG. I know what books they need for the various courses—books and materials. It has happened that some of the boys thought they could buy a pocketknife, or something like that, or an alarm clock. I told them this was not to be paid for by the board, and then they woke up without an alarm clock.

Mr. ROBSION. Now, is that order abused in any way? The way that you were running it under the old system, was that abused in any way?

Mr. HARTOG. It was not, sir.

Mr. ROBSION. Did the Government lose any money by it? Were there any frauds perpetrated on the Government?

Mr. HARTOG. No, sir. Not one of these fellows that are in Columbia University—I know them almost all—would try to get a penny more than is coming to them. As a matter of fact, I know at least a dozen of these fellows don't care to go through this red-tape system, and they buy their books out of their own pocket.

Mr. ROBSION. It is easier to pay for it out of their own money than to follow this system?

Mr. HARTOG. They are losing their time and missing their classes. The professor will not wait because this boy has to go to the Federal board and get the books.

Mr. ROBSION. Now, when these bills—you said that there were a great many bills sent back in January; what did they claim was wrong with them?

Mr. HARTOG. The authority order was missing, of which nobody knew anything about it, that it had been put in operation. That was the first time I ever saw an authority order.

Mr. ROBSION. That is, after the books had been bought and you had sent in the bills, then they called your attention to a new system that had been put in?

Mr. HARTOG. They didn't call my attention to it at all; they simply sent the old bunch of bills to Dr. Patterson. There were 900 of them, and he asked me on the telephone to come over there and see what it was about.

Mr. ROBSION. My question is, that you had no knowledge of these new requirements until the bills were sent in and were sent back?

Mr. HARTOG. That is it; yes, sir.

Mr. ROBSION. Now, have you been able to furnish that authority, or to attest those bills as the board requires?

Mr. HARTOG. In January a Mr. Johnson, as I understand it he belonged to the Washington investigating force—I have forgotten what it is—Washington sent some sort of a committee to New York to investigate the management of the New York office, and this gentle-

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man called on me in January, and told me about the authority order, and he said that beginning with the new term, or about February 4, we should not sell anything to the boys any more without an authority order. We immediately stopped the second system then and waited until the term opened, and gave them the supplies on these new orders.

Mr. ROBSION. Now, isn't that the reason that your bills have not been paid, because you have not conformed with this new order of the board?

Mr. HARTOG. Well, but why wasn't I notified? Why didn't they dispute the bills, the correctness of the bills? I can't guess it.

Mr. ROBSION. I am not taking sides with the board or with anybody else, but I am just saying, isn't that the reason of the delay in payment of the bills?

Mr. HARTOG. I don't know. I have conformed with their requests at all times. Whenever they made a change I conformed to the new change.

Mr. ROBSION. Well, do they deny the boys getting books and using them?

Mr. HARTOG. They don't deny anything; they don't say anything. I have copies of a dozen letters here which I wrote them, like every business man does, and they never answered a peep.

Mr. ROBSION. Did you get any replies to your letters?

Mr. HARTOG. No, sir.

Mr. ROBSION. So your charge is that that board there in New York is inefficient?

Mr. HARTOG. Absolutely.

The CHAIRMAN. There never has been a dispute of an account?

Mr. HARTOG. No, sir; except about three little items which the board stated they would not pay.

The CHAIRMAN. Your letters have been unanswered?

Mr. HARTOG. Yes, sir.

The CHAIRMAN. Your appearance at the office was not satisfied—or you did not get in to see Mr. Farwell except the one time?

Mr. HARTOG. Except the time I simply went into his office without being announced.

Mr. ROBSION. I want to ask one more question: In your opinion, is the board more efficient or less efficient now than it was back several months ago?

Mr. HARTOG. That is a thing I would have to see. When I get the money I will call them efficient.

Mr. KING. It all depends on whether you get your money or not, whether anybody is efficient? You judge everything by whether you collect your bills or not? Isn't that the truth?

Mr. HARTOG. If I give somebody something on credit I have to get the money for it to pay that man.

Mr. KING. Your whole standard of efficiency depends on whether you get the money?

Mr. HARTOG. No, sir; I can give you a bigger talk on efficiency than that.

Mr. NELSON. I just want to ask one question please: Have you an exclusive contract for supplying these books?

Mr. HARTOG. With the board?

Mr. NELSON. Yes.

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Mr. HARTOG. The board has acknowledged some of our bills.
Mr. NELSON. Is your contract with the college exclusive?
Mr. HARTOG. With the board?
Mr. NELSON. Well, with the college. In other words, can the students buy the books where they please?
Mr. HARTOG. Yes; they can.
Mr. NELSON. They can buy them elsewhere if they like?
Mr. HARTOG. Anywhere; yes, sir.
Mr. ROBSION. They can buy them elsewhere and the Government pay for them?
Mr. HARTOG. I am not sure about that. If they have a purchase order under the present system they can go anywhere.
Mr. NELSON. Then, as I understand it, your bill is for $1,206.90?
Mr. HARTOG. No, sir. You mean the amount due us now?
Mr. NELSON. Your total bill would have been that amount?
Mr. HARTOG. Would have been $1,206.90.
Mr. NELSON. That was approximately 150 students?
Mr. HARTOG. Yes, sir.
Mr. NELSON. Or about $28 per student for books now owed you?
Mr. HARTOG. Yes, sir.
The CHAIRMAN. That is all, Mr. Hartog. We will call Mr. Wickersham.

STATEMENT OF MR. CORNELIUS W. WICKERSHAM, NEW YORK CITY.

The witness was duly sworn by the chairman.
The CHAIRMAN. Mr. Wickersham, will you please give your name and address and your relationship to the Federal board or to the work for the soldiers you have done in connection with it?
Mr. WICKERSHAM. My name is Cornelius W. Wickersham, 40 Wall Street, New York City. I was asked by Mr. Saard, the commander of the department of the State of New York, of the American Legion, to represent the State of New York at the conference held early in December at the War Risk Insurance Bureau here in Washington, at which conference it was proposed to take up the work of the war-risk insurance, the vocational training work, and the public-health work, so far as it affected service men, and I came to Washington for that purpose early in December, representing the New York department of the American Legion.
I had been prior to that time very much interested in the legion and its work. I was the chairman of the New York delegation at the St. Louis caucus and was the first chairman of the State of New York department of the American Legion, and I am now chairman of the legal committee of the New York State department.
When I came to Washington we took up, first, the war-risk insurance work at a conference held in the Bureau of War Risk Insurance, at which were present representatives of every State or nearly every State department of the American Legion, and also the national commander and the national adjutant. On the third day of that conference Mr. Lamkin, of the Federal Vocational Training Board, came to the conference and gave us the opportunity of asking him questions as to the work. We had, all of us in the legion had complaints of one

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kind or another, particularly during the three or four months prior to last December, some specifically from the men concerned and some indirectly. Those complaints indicated possible deficiencies in the work of the board and its organization, as follows—and I shall give a little later specific instances of the different classes to which I refer.

In the first place, the relatively small number of men who had at that time completed training and the small number of men who had been taking training. In the second place——

The CHAIRMAN (interposing). At what date?

Mr. WICKERSHAM. I am speaking, now, of early in December, 1919. That is to say, the time at which this conference was held here in Washington. That was in December, 1919.

The CHAIRMAN. That was a month after the convention at Minneapolis.

Mr. WICKERSHAM. It was a month after the convention at Minneapolis, yes, Mr. Chairman, and 13 months after the armistice.

Thirdly, the misplacing of men. That is to say, we kept hearing often that a man who was well qualified to be an electrician would be given basket making, or vice versa. There was a great deal of talk about that, and a number of cases that seemed like real hardships to the men concerned.

The CHAIRMAN. Would it interrupt you, Mr. Wickersham, to ask you a question there?

Mr. WICKERSHAM. Not a bit, Mr. Chairman.

The CHAIRMAN. Were the complaints coming from any particular section of the country?

Mr. WICKERSHAM. My personal information came principally from New York. I have very little information that I can trace to any source outside of New York, and I do not know what the conditions outside of the East, New York State, and the States adjoining New York are.

The CHAIRMAN. Do you remember who was in charge at New York at that time?

Mr. WICKERSHAM. I do not, no, Mr. Chairman.

The CHAIRMAN. You would not know whether it was Mr. Griffin?

Mr. WICKERSHAM. I am not sure whether the change had been made at that time or not. I do not remember whether it was Mr. Griffin or not.

Fourth, the low rating of men as to disability. Now, that usually is something for which the Federal Vocational Board is not responsible. It is usually done either by the War Risk Insurance or in the service before a man is discharged, as I understand it. It emphasizes, however, the point that I shall call attention to a little later, namely, that the existing division of the duties of the vocational training, war-risk insurance, and Public Health Service, result in constant difficulties to the men concerned. That is, certain things had to be done by one of these organizations and other things which to the average man seem exactly the same, and really are in essence, but have to be done by another.

Fifth, delays in handling minor cases.

Sixth, red tape. That is the forms, the approval of a central office in Washington for matters which should be determined locally, and so on.

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Seventh, the lack of personal contact between the man who eventually decides on a man's case and the man himself.

The CHAIRMAN. Now, Mr. Wickersham, in making this résumé, is it, in your opinion, unnecessary—it could be obviated?

Mr. WICKERSHAM. Yes, sir. If I may, I would like to suggest a remedy after I have gone a little further.

Eighth, and this was particularly noticeable in New York—the lack of personal sympathy for the disabled soldier.

Ninth, the classification of some men as class 3—that is training without compensation.

I understand that the Comptroller of the Treasury has ruled that in certain cases that must be done, and that an amendment of the act is required to amend that defect in the present system. I should like to refer to that again also.

Those were the principal headings.

The CHAIRMAN. Where you said that there was lack of sympathy, did you mean on the part of the officials who had charge of the rehabilitation?

Mr. WICKERSHAM. I did.

The CHAIRMAN. Is that general, or in New York?

Mr. WICKERSHAM. It was noticeable in New York. I haven't very much information, Mr. Chairman, as to that, outside of New York. I am told of an order that was issued from Washington which has been referred to in the newspapers as the hard-boiled order. I don't have it myself, and I have never seen it.

The CHAIRMAN. You were not making up your opinion on the lack of sympathy from that order, were you?

Mr. WICKERSHAM. No; I don't have that order. I don't know that it was issued.

The CHAIRMAN. Your impressions that you are now giving are from personal observation, or what has been told you?

Mr. WICKERSHAM. They are both; both information received from men themselves, from officials of the legion, from various other persons, and what I have observed myself, and my studies of the subject.

I am going to give you now, one of my principal sources, which is the number of interesting things that Mr. Lamkin of the board told us at our conference, in answer to questions from some of us who were there. I asked him:

> I want to ask you first with respect to the men in the hospitals to whom you go now on the date on which he is discharged. Would it not be possible to go to him at some earlier period.

The CHAIRMAN. I understand that was your question to Mr. Lamkin?

Mr. WICKERSHAM. That was my question to Mr. Lamkin, and I want to explain something about it. We had the night before a dinner in the Capitol Building tendered by a number of Senators and Members of Congress, and by a number of those of us who were attending the American Legion conference, and also by a dozen men from Walter Reed Hospital, who after the dinner——

The CHAIRMAN (interposing). I might say I was present at that dinner.

Mr. WICKERSHAM. I thought you were. I did not know whether other members of the committee were or not, but at that dinner, as

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the chairman will remember, a number of these men who were still in hospitals—although that was more than a year after the armistice—men who had been wounded in the service in France, told of their experiences with respect to war-risk insurance, vocational training, and the Public Health Service, and the medical service in the Army. And you will remember, Mr. Chairman, Mr. Mondell saying after these men had spoken: "I don't know why it is, we had the best intentions in the world, but we have fallen down on our job." And I think that was the feeling of all of us.

Here were these men whose rights had not been properly taken care of; some of them did not even know what their rights were; not from a remote hospital in this country, but from one right at the doors of the Capitol, of the central office of the Vocational Training Board, and of the Bureau of War Risk Insurance, and of the Public Health Service, and of the War Department.

The CHAIRMAN. May I ask there, Mr. Wickersham, those boys that appeared and made statements were in the hospital, subject at that time to the care of the Vocational Board?

Mr. WICKERSHAM. They were not, as I understand it.

The CHAIRMAN. You think not?

Mr. WICKERSHAM. As I understand it, but what we were interested in was in getting the board to see the men before they left the hospital, when they had time to talk over with the man his prospects, his desires, his ideas; to explain the man's rights to him. The ideal time to do it was during the man's convalescence, and to make arrangements then for his training, so that the moment he stepped out of the hospital and was discharged from the service his compensation would begin and his training would begin, if he wanted it, and at the place that he wanted it, and of the character that he wanted, instead of waiting until the man had gotten to his home, where it became increasingly difficult to reach him, to get any personal contact with him, and I therefore asked Mr. Lamkin, "Would it not be possible to go to him at some earlier period"? referring to the man's convalescence in the hospital. Mr. Lamkin answered:

> That is our intention, Mr. Wickersham, to do so. If it is not carried out, and we know the man who is not carrying it out, we will separate him from the service. There is no man tied to the job, that I know of.

And then he said a little later:

> I do not understand why they have not reached the Walter Reed Hospital.

Here was this great hospital right at the doors of the Capitol, with these men with their lost arms and legs and their broken bones coming and telling us of the apparent and evident lack of care on the part of not only the Vocational Board but other branches of the Government concerned. And Mr. Lamkin said, "I do not understand why they have not reached the Walter Reed Hospital. We will see they are reached in the hospitals and given this information."

I do not know, gentlemen of the committee, whether that has since been done. This statement was made in December last, December, 1919, but I suggest that if it is your intention to interrogate any members of the board, that they be asked whether what Mr. Lamkin said at that time has been carried out, and whether they are now reaching the man while he is still in the hospital. That is

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the ideal time to tell him what his rights are, to find out what he can do, and what his preference is, and make the arrangements for training, because when he goes out and is discharged he is lost, and I think that explains a great many cases of men entitled to training who haven't got it.

Now, on the question of the small number of men in training, I asked Mr. Lamkin approximately how many men were entitled to training.

Perhaps I should explain for the benefit of the members of the committee who were not here when I started my statement, that what I have here is the minutes of the conference held in Washington in December last, attended by representatives of each department, each State department of the American Legion, held in the Bureau of War Risk Insurance, and which was also attended by the officials of that bureau and of the Vocational Board and the Public Health Service, and were given the opportunity to ask them questions about matters of current interest.

Mr. LAMKIN. That is a question I can not answer.
Mr. WICKERSHAM. On the Boston figures—

I think that is a mistake. I don't know what they meant by the "Boston figures"—

we think that under the present law there will be approximately 100,000 men entitled to training. Figuring on the percentage that are now in training, we assume that ultimately there will be 75,000 men. Now, the Canadian figures show that 22 per cent who have been approved have not accepted for three years. If the Sweet bill passes, as we hope it will, it will have two effects on the work of the Federal board. First, it will take out of training the man that is in training merely for the money. That is a small proportion.

Perhaps that will answer the inquiry that some members of the committee made as to men who are taking training simply for the money there was in it. Mr. Lamkin says:

That is a small proportion. It will put into training a large number of men who are not vocationally trained, but who were students, for instance, or who want to dip into improvement courses.

Then I said:

I thought you said this morning—I may be wrong, but I thought you said this morning that 175,000 men, approximately, were probably entitled to training under the act.
Mr. LAMKIN. No, sir.
Mr. WICKERSHAM. The figure should be approximately 100,000?
Mr. LAMKIN. Approximately 100,000.

I asked him:

Of those 100,000 how many are receiving training now?
Mr. LAMKIN. Actually in training to-day?
Mr. WICKERSHAM. Yes, sir.
Mr. LAMKIN. About 20,500. Now, just a minute—if you count the 100,000, you must count the number of men approved for training, which is 35,000. If you count the number of men actually who will take the training, you must count 75,000.

I asked him:

How many applications have you pending which have not been acted on?
Mr. LAMKIN. That depends on what you mean by "application."
Mr. WICKERSHAM. I mean any kind of a request from a service man for training.
Mr. LAMKIN. I can not tell you. We have about 190,000 names, but that is entirely misleading. Those figures have always been misleading. You have

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a Red Cross chapter at home. They learn that a certain man has been disabled in France, and she sends in his name, and we have carried that as a name, as a registration. The boy may never have been disabled at all.

I said:

You have, however, received 190,000?
Mr. LAMKIN. Names.

Then I asked him:

Now, I want to ask you a few things about maintenance. I understand, from what you said this morning, that there is a classification; a man is classed in certain classes, in some of which he does not receive maintenance.

I was referring to compensation.

Mr. LAMKIN. That is under section 3 of the law; yes, sir.

I asked him:

Isn't it true that under the law it is possible for your board to prescribe that every man in training shall receive maintenance during his training?
Mr. LAMKIN. Is it not true, according to the plain letter of the law and the interpretation of the Comptroller of the Treasury?
Mr. WICKERSHAM. Therefore, in order to maintain that, it would be necessary, in your opinion, to ask Congress to amend the law?
Mr. LAMKIN. Not only in my opinion, but in the opinion of the Comptroller of the Treasury, who pays the bills.
Mr. WICKERSHAM. Yes. Don't you think, personally, every man in training should be maintained during his training period?
Mr. LAMKIN. If you ask me personally, I will say every man who served for one year or two years in the service of the United States should have any training he wants at the expense of the Government, and should be maintained during his period.

Then, taking up another subject, I said:

You spoke of expense. Is it the policy of the board to attempt to be economical, or is it the idea of the board to do all that it can, and when it runs out of money to go back to Congress for another appropriation?
Mr. LAMKIN. That is the policy of the board, to keep the overhead expense as low as possible, and to spend everything for what the men need and go back to Congress for more money if necessary.
Mr. WICKERSHAM. What has been the appropriation made to you this year?
Mr. LAMKIN. $21,000,000. For this year, $19,000,000.
Mr. WICKERSHAM. $19,000,000. Has that been sufficient so far?
Mr. LAMKIN. We have $13,000,000 left.
Mr. WICKERSHAM. You have $13,000,000 left?
Mr. LAMKIN. We figure it will run us about four months.
Mr. WICKERSHAM. Now, turning for a moment to the question of recreational features for the men, what provisions are made for recreation for these men during the period of their training?
Mr. LAMKIN. None.

I asked him if he had had any complaints on that subject and he said no. I asked if he had had any suggestions, and he said:

Yes; and we have asked that that be done. We have asked the American Legion if they would take it up, and we have asked the War Camp Community Service to do it. I think they are ready to do it.

Referring to the men classed by the board for training without any compensation during their period of training, I asked him how many there were of the 20,000 men who were then receiving training. He said, "Six hundred and thirty-eight I think it was." I said, "Six hundred and thirty-eight?" He said, "About six hundred and fifty."

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Mr. Lamkin said:

I say we are having representatives at Perryville to-day, and within the next 30 days at least we will have definite arrangements made for training at some of the hospitals in connection with the Public Health Service.

Now, of course, there are many cases where a man's training, if he wants it, can begin before he has been actually discharged from the hospital. I don't know what has been done since this statement was made, but I suggest it to the committee as possibly leading to a discovery of what the board has done with respect to the training of the men who are still in the hospital in such cases as it is possible to give training and the men want it.

I said:

Do you feel that the board at the present time has enough officials and employees and officers and field agents and other representatives and assistants, so that every single man who is entitled to training under the act is given first opportunity to express his preference and opportunity to talk over his case with some representative of the board, and his case acted on promptly, the training commenced and completed, and the man rehabilitated?

Mr. LAMKIN. No, sir; I have a recommendation on my desk right now for 100 more men. That is one section.

Mr. WICKERSHAM. Will that enable you to reach those 70,000 other men, an estimate of 70,000 other men who probably are entitled to training under the act, and who are not getting it to-day?

Mr. LAMKIN. I think it will; if it won't, we will put on some more.

Mr. WICKERSHAM. You have full authority to do that?

Mr. LAMKIN. We have authority to put on as many as we want at $2,400 or less.

Then he spoke of trying it out in Montana.

Mr. STUART. What I am trying to get at is the number of men who have been previously separated from the service—turned loose without any action—and I am informed that a certain number, at any rate, are still out.

Mr. LAMKIN. I think your information is correct. At one time in the New York district they were discharging men from 101 hospitals. We didn't have the men to get to them, and they got away without our knowing it.

That is what I meant a little while ago by referring to lost men.

The New York office was jammed. They have 40,000 cases of different kinds there, a number of them duplicates.

And may I call the attention of the committee to the fact that in September, 1919—I do not know what the situation is to-day—but according to the leaflet issued by the Federal Board of Vocational Education, dated September 19, 1919, entitled "A Federal act providing for the reeducation of disabled soldiers, sailors, and marines," on the last page, it appears that district No. 2 consists of the States of Connecticut, New York, and New Jersey, with one office at 469 Fifth Avenue, New York, N. Y.; and Mr. Lamkin says, "They have 40,000 cases of different kinds and a number of duplicates. We have not been able to carry the load."

"We don't keep ahead of the load, but we are clearing them up now."

Mr. McGuire interrogated Mr. Lamkin as follows:

Mr. MCGUIRE. What is done by the general office to check up the district work or the work of the district officers and local representatives of the board in their conduct toward the men, dealing with that?

Mr. LAMKIN. We have been able to do nothing, so far as I know, Mr. McGuire, in that respect.

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A little later Mr. McGuire said:

As I understand it, you maintain an officer, let us say, at the Walter Reed Hospital to advise these men of their rights under the Vocational Training Board, and these representatives are supposed to go around and find out first the needs of the men and discuss with them the law and the rights they have under the law and the method of procedure to secure the benefits of the law. Am I correct in that?

Mr. LAMKIN. Yes, sir.

Mr. MCGUIRE. Then, sir, how can it happen that Sergt. Mathews, who was at our dinner last night—

That refers to a dinner mentioned a few moments ago.

an American whose high school training was almost completed, and who had been out here for many months at the hospital, and who expressed his interest in the vocational board work—that he wanted to know something about it. They asked him what he wanted to do, or something of the sort, and he said he wanted to know something about it. He wanted to complete his education, etc. They said to him, "We will send you a book" and some days after that he received a book whose title was "English for foreigners."

Mr. LAMKIN. Somebody fell down, is the only answer I can make you.

Mr. MCGUIRE. Evidently so.

Mr. Walmsley asked Mr. Lamkin as follows:

Mr. WALMSLEY. Will it be necessary in the future that after the regional board has passed on that case—in other words, suppose a man desires to take training as a cotton classer—will it be necessary for that man's case to be ubmitted to the central office before he will eventually get that training?

That is, that the determination of the class of training that a man should have would be by the central office at Washington, not by the local authorities, a source of great delay, of course. [Continuing reading:]

Mr. LAMKIN. If the man is eligible now, it is not necessary, so far as what the course is, to submit it to the central office. In other words, it is not new. If the man is eligible for training, the district office can prescribe any course that the man wants—

There were in September, 1919, according to this leaflet, 14 district offices besides an office in Washington for these United States.

and the district office approves, without submitting that to the central office. That is the rule now.

Mr. WALMSLEY. How long has that been in effect?

Mr. LAMKIN. I think it was sent out about the 12th of December, I think.

(Discussion of the record.)

Mr. WALMSLEY. Then, as I understand it, it was December 12, 1919, that these new regulations had gone into effect whereby the local board can give a man training and start him in that training without referring it to the central office, is that correct?

Mr. LAMKIN. Your statement is partially correct.

Mr. WALMSLEY. Well, will you please correct me where I am wrong?

Mr. LAMKIN. There are certain classes of cases that the local boards have had authority to act on prior to central office approval. In all the major amputation cases—we consider major amputation where a person has lost two fingers or more of a hand, and including the loss of sight of one eye—the central office has authority to place a man in training and prescribe the course. On December 12 or thereabouts—I can not give the exact date, but about that time, some time about the 11th or 12th of December—a statement was given to the district offices that the central office was no longer going to concern itself with the exact course which was prescribed, but when a man was declared eligible for training, the district office could prescribe the course, could change it from training in an institution to training in a school, or from training in a school to training in an institution—could change the schools within the district, change the character of the instruction. Now, it is the purpose of the board

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to follow that, as soon as the eligibility squads get out of the district, with authority to the district not only to approve the course but approve a man as eligible for training. Now, we have had for months representatives of the central office in the district offices approving eligibility. So it was necessary to send them here.

Mr. WICKERSHAM. I referred a few moments ago to a number of specific cases. I am informed by a letter from Bernard Olcott, 2027 Bathgate Avenue, Bronx, New York City, letter of March 19, and addressed to Mr. Bell, who is State war-risk insurance officer of the New York department of the American Legion, as follows:

2027 BATHGATE AVENUE,
BRONX, NEW YORK CITY, *March 19, 1920.*

Mr. RICHARD T. BELL,
State War Risk Officer, American Legion,
54 Wall Street, New York City.

SIR: Last November I applied to the Federal Board for Vocational Training and to the Bureau of War Risk Insurance for a disability with training. After filling out certain papers which were given me and after I had received my physical examination I was told that I would be notified as to the outcome of my case in about 10 days.

After four months of waiting I received an award of compensation of $8 per month for as long as the disability lasted. Two weeks ago I received a letter from the Federal Board of Vocational Training requesting me to send a copy of the award to them, which I did. With the return of the award they sent me a letter stating that I was eligible for training without subsistence pay, and that if I would call they would talk the matter of training over with me. I then sent them a letter stating that as I was financially unable to take up training without subsistence pay and that at present I am earning about half as much money (due to my disability) as if I were back at my former occupation, I could not possibly see how I could take up this training without subsistence pay in my present position and with an invalid mother to support. My former occupation is cylinder-press feeder, which pays a weekly wage of $39 (union wages). I was with the Federal Printing Co., 239 West Thirty-ninth Street, from the early part of November and until the latter part of December. I had to leave this position on account of my disability and for the reason that I could not turn out sufficient work due to my disability. At present I am with the Hollywood Paper Co., at 27 East First Street, earning $24 per week.

I called at the offices of the Federal Board for Vocational Training, Monday the 15th instant, and after receiving another physical examination was told that I would have to wait another 10 days. I am still in the same position that I had started in about five months ago.

I also received letters from my former employer stating that I was unable to carry on as cylinder-press feeder, due, they were confident, to my physical disability.

I have appealed my case for another consideration and I am still waiting and hoping to find out what this Federal Board of Vocational Education intends to do for me. I can not understand why this board persistently lets my case go back to the files. As I am interested in the training offered and at present I am unable to take advantage of it, and with an invalid mother to support I can not possibly see how I am to take training after putting in the day's work.

What I want to know is, What is this Board for Vocational Training going to do about it. Perhaps you could aid me with some information.

Very truly, yours,

BERNARD OLCOTT.

It is one of the cases in class 3.

Now, so far as that goes, where training can be given by the board but only with subsistence, if that is the effect of the law as it is now written, and I am told that it is, I suggest for the very serious consideration of your committee an amendment to the act for these relatively few cases, because, according to Mr. Lamkin's figures, the class 3 men are in a small proportion of the total number of men

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concerned, so that they may be given their training and may not have it denied them as a practical matter because of their inability to get along without subsistence while they are in training.

I have cited that case as an illustration of that feature of the law.

We have a State war risk officer of the American Legion of the State of New York, who has been very much interested in these matters, and I did not realize until he wrote this and signed it and gave it to me that he personally had had his own experience. I did not know that he was a disabled man until March 20, 1920. It is addressed to whom it may concern and signed by Mr. Bell and he personally gave it to me:

271 MADISON AVENUE,
New York City.

To whom it may concern:

During the latter part of August, 1919, I entered training with the Federal Board for Vocational Education in New York City. I was compelled to give up my training in December on account of my disability and notified the Federal board. They asked me if I wanted a sick leave, but at that time I was unable to travel, but told them that I thought that I would be able to go away for a while later. When I did go back and ask for the sick leave transportation was refused. This was done by Mr. Clark, who is at present the divisional vocational officer. At the time my training was discontinued I was told that I could again take up training whenever I felt that my condition would permit, and all of the necessary papers for this discontinuance were filled out. I was notified that the Bureau of War Risk Insurance would be notified at the end of a month if I had not taken up my training.

He means notified by the board—by the Vocational Training Board.

During February I had heard nothing from the Bureau of War Risk Insurance about my compensation and I wrote them several letters and finally wired them, for I was depending on the compensation for a living. My doctors were pressing me for money that I owed them for an operation and treatment that I had to have in December, and finally the Bureau of War Risk Insurance wired me that payments of compensation could not be made until they had received official notification from the Federal board that my training had been discontinued. This telegram came early in March. I immediately got in touch with the Federal board and was told over the phone by a friend there that the proper notification (Form 107B) had been mailed to Washington on March 2. With this information in my hand I called on the divisional vocational officer and asked for an explanation, but he could give none. I then asked for a letter from him stating that my training had been discontinued on the 15th of December, 1919, and that the bureau had only been notified on the 2d of March. I have a copy of this letter in my files and the original is filed in Washington with the bureau.

My main complaint is that the Federal board, through its negligence, has compelled me to borrow money to live on and has forced me to absolute poverty.

RICHARD T. BELL.

Another case is that of Lawrence G. Kimball ,of Albion, N. Y., addressed to Commander Russell E. Sard, 54 Wall Street, New York City. That is addressed to the State headquarters of the New York State Department of the American Legion. The letter is as follows:

ALBION, N. Y., RURAL FREE DELIVERY No. 2,
February 12, 1920.

Commander RUSSELL E. SARD,
54 Wall Street, New York City.

DEAR SIR: About a month ago I met Mr. W. G. Frisbee, a representative of the Federal Board for Vocational Education, in regards to entering school under the vocational education bill.

Mr. Frisbee presented me with the necessary papers, and I filled them out and mailed them to the Federal Board for Vocational Education. I mailed them

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two certified copies of my discharge, a complete medical examination from the Public Health Service officer and a sample of my drawings. In fact, I have sent them everything that has been requested by the Federal board.

You said in your letter dated January 28, 1920, that if my case had not been satisfactorily settled to notify the American Legion officer. Therefore I am writing to inform you that I have not heard from the Federal Board for Vocational Education at all since the last papers were mailed to them, about January 14, 1920.

Wishing to thank the American Legion for all they have done for me in my case,

Yours, very truly,

LAWRENCE G. KIMBALL.

His letter is dated February 12, 1920, four weeks later.

The CHAIRMAN. Where compensation is from the Federal board, is the application made to New York or here?

Mr. WICKERSHAM. I am not sure in this case, Mr. Chairman. He does not say and I do not know in this case whether he forwarded it to Washington or to New York.

The CHAIRMAN. The other cases that you mentioned that you wrote about, are you uncertain about those?

Mr. WICKERSHAM. In the Bell case he stated in his letter that the paper had been mailed to Washington on March 2. In the Olcott case it is not clear, but I think that is a New York case.

The CHAIRMAN. Are these letters written to you, Mr. Wickersham?

Mr. WICKERSHAM. No; they are not written to me. The Olcott letter is written to Mr. Bell, who is the State war-risk officer of the American Legion for the department of New York. He personally gave them to me. The Bell letter, of course, is written by Mr. Bell himself, addressed to whom it may concern, and he handed it to me. The Kimball letter was written to Mr. Sard, who was at that time the State commander of the American Legion.

The second Kimball letter, dated January 12, 1920—this is a month previous to the one I have just read—is as follows:

ALBION, N. Y., R. F. D. No. 2, *January 12, 1920.*

From: Lawrence G. Kimball.
To: Commander Russell E. Sard.
Subject: Vocational training.

DEAR SIR: I, being a member of the American Legion, am writing to you for assistance.

Some few days ago I wrote to Washington for the necessary application blanks to enter school under vocational training. I received the blanks, filled them out, and mailed them to our district office in New York City about three weeks ago, and as yet I have received no word at all from them concerning the fact.

I have a fine talent for cartooning and am very anxious to cultivate same and make a business of it.

My disabilities are shrapnel wound in right leg, gas, piles, which were brought on in service, and was also operated on for appendicitis while in the service.

If you can help me in any way, or give me any information that might help me to get my schooling, it will be appreciated very much.

Yours, truly,

LAWRENCE G. KIMBALL.

Then there is a letter from Walter L. Hunt, from Unadilla, N. Y., addressed to the State adjutant of the American Legion, written at New York City and given to me by Mr. Bell. The letter is as follows:

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UNADILLE, N. Y., *December 22, 1919.*

STATE ADJUTANT, AMERICAN LEGION,
140 Nassau Street, New York City:

Is there any way to "speed up" action on vocational training? My case 2-27883 has been in for some time. At present I am receiving temporary total disability C-299352.

If you could give me any information concerning my claim, I should appreciate it very much.

Sincerely,

WALTER L. HUNT,
Discharged U. S. N. R. F., September 13, 1919, Norfolk, Va.

JOYCE BELL POST, AMERICAN LEGION,
Unadilla, N. Y.

Mr. SEARS. What is the date of that letter?

Mr. WICKERSHAM. December 22, 1919. Here was the answer. Mr. Bell tells me that he phoned to the Federal Vocational Board and he got back this answer, which is signed by S. E. Farwell, district vocational officer, dated January 6, 1920, and addressed to Mr. Bell:

[Federal Board for Vocational Education. 2-27883. Division of Rehabilitation.]

DISTRICT VOCATIONAL OFFICE, DISTRICT NO. 2,
New York, January 6, 1920.

Mr. R. C. BELL,
Bureau of War Risk Insurance, American Legion,
54 Wall Street, New York City.

DEAR SIR: With reference to the case of Walter L. Hunt, our number 27883, and regarding which you made inquiry over the telephone, you are advised the medical data in this case has just been completed and we are now preparing the same for our local case board to take action on the recommendations made for his training.

As soon as it has taken its action the case will be referred to the representative from our Washington office who is stationed here for the purpose of taking final action on all cases.

I cite this case to show some of the red tape.

It is hoped that a final determination will be reached in very short order and as soon as the same is had Mr. Hunt will be advised. Inclosed herewith is form affidavit "X-2," which I would suggest Mr. Hunt fill out in order to connect his disability with the service, as the certified copy of his discharge fails to show the nature of his disability. This affidavit will greatly help toward expediting the case.

Assuring you that the case is receiving prompt attention, I am,

Very truly, yours,

S. E. FARWELL,
District Vocational Officer.

Enc. 1.

The CHAIRMAN. In reference to the red tape, do you have clear in mind any recommendation that you could make that might remedy it. Can it be changed efficiently without a certain amount of red tape?

Mr. WICKERSHAM. Yes; with a great deal less than now exists, I think, Mr. Chairman.

The CHAIRMAN. Will you reach that in your observations?

Mr. WICKERSHAM. I will, Mr. Chairman. Here is a letter from Mr. Joseph Cohen, care of the Navy Club, 509 Fifth Avenue, New York City. The letter is dated September 28, 1919, and is addressed

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to Mr. Wade H. Hayes, who was at that time the New York State secretary of the American Legion. The letter reads as follows:

[The Convalescent Home for Soldiers and Sailors, under the auspices of the National League for Woman's Service.]

BAY RIDGE, N. Y., *September 28, 1919.*

Mr. WADE H. HAYES,
State Secretary, American Legion, 140 Nassau Street, New York City.

MY DEAR MR. HAYES: I am a discharged sailor who incurred a disability in the service not through my own misconduct and am receiving compensation from the Bureau of War Risk Insurance. When I was standing by for my discharge I was seen by a representative of the Federal Board for Vocational Training, and after an interview I was promised a four-year course at Columbia University. I waited all summer, and one day I was sent for. At this interview the representative told me inasmuch that I had gone to business previous to entering the service I am entitled only to a business course.

In other words, he was promised a university course and that was denied him.

Well, a half a loaf is better than none, so I was satisfied to take the one-year business course. But it seems they were not contented yet. They still insisted on reducing the course or giving me none. They classified me for class 3 training.

Here is another case of class 3 training; that is, training without any compensation, which many men are utterly unable to afford.

The representative told me to think the matter over. He said that I was receiving compensation ($3) from the Bureau of War Risk Insurance, I could take my training under class 3. He very well knows that as soon as I receive training from them I don't receive any compensation from the Bureau of War Risk Insurance, and that leaves me entirely without funds——

I do not understand that that is true. There is a great deal of feeling. I remember hearing of cases in which there was something of that feeling that was there.

Mr. DALLINGER. What is the B. W. R. I.?

Mr. WICKERSHAM. Bureau of War Risk Insurance.

The CHAIRMAN. I think that is not true.

Mr. WICKERSHAM. I understand it is not true.

The CHAIRMAN. The matter will be gone into later.

Mr. SEARS. I think, Mr. Wickersham, the testimony is that they wanted class 3 training because they would get more compensation than if they stood in class 2.

Mr. WICKERSHAM. Yes. I do not think there is any doubt about that. That is not so now. But I remember a number of men telling me last fall of that very thing that he speaks of. I will resume reading his letter:

and I must seek a position and take whatever salary that I can get. Is that playing fair? I was disabled, not through my own misconduct; therefore I think that I am entitled to training. At present I am confined to the Polyclinic Hospital in New York, so that is the reason for my not appearing in person. I would thank you for whatever you can do for me. I am,

Fraternally, yours,

JOSEPH COHEN,
Manhattan Naval Post, No. 338, American Legion,
509 Fifth Avenue, New York, N. Y.

P. S.—My case number with the Vocational Board is 10610.

The CHAIRMAN. How many more of those letters have you?

Mr. WICKERSHAM. One.

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The CHAIRMAN. I was about to suggest that if you had many of them you could let them go into the record; but if you have just one more, go ahead.

Mr. WICKERSHAM. I do not think this particular one has anything better, and I will offer it to go into the record rather than to read it aloud. It is along the same general lines.

The CHAIRMAN. Without objection, it will be printed without reading.

(The letter referred to is as follows:)

[Federal Board for Vocational Education, Division of Rehabilitation. Telephone Vanderbilt 1883.]

DISTRICT VOCATIONAL OFFICE, DISTRICT NO. 2,
New York, March 5, 1920.

In re George E. Martin:

Mr. RICHARD T. BELL,
American Legion, 54 Wall Street, New York City.

DEAR SIR: In reply to your letter of March 1 on the above case we wish to state that the case probably should have been closed, as the man's disability existed prior to enlistment and does not seem to have been aggravated by the service.

However, since he is still interested, we are this day writing him and asking that he call at this office to discuss his eligibility for training.

In our last contact with him he had obtained a position as clerk with the Atlas Stationery Corporation, New York, at $14 per week. This is the same money as before his entrance into the service.

Thanking you for calling this case to our attention, I am,

Very truly, yours,

WILLIAM A. CLARK,
Acting District Vocational Officer.

7106 TENTH AVENUE, *Brooklyn, N. Y.*

Mr. RICHARD T. BELL,
American Legion, 54 Wall Street, New York City.

DEAR SIR: I beg that you give this matter your prompt attention.

On April 9, 1919, I applied at the War Risk Insurance, 280 Broadway, New York City, for compensation. Was examined by physician and executed Form 526. Compensation claim No. C-311510. Executed several other affidavits sent me since, but have not as yet received any compensation pay.

Between April and September, 1919, have been away in country recuperating from after effects of injuries and disease contracted in line of duty. September 5, 1919, appeared before Federal Board for Vocational Training, 469 Fifth Avenue, New York City, applying for vocational training. Underwent four examinations between September 5, 1919, and February, 1920. Awarded training under section 2 on March 5, 1920. Placement training with commercial house in New York City offered. Could not secure desired knowledge here in several years' space of time. Training requested was to equip me for the occupation of an optometry salesman. To qualify for this position as traveling salesman I must have the knowledge of the normal and abnormal conditions of the eye and the instruments used therewith, the principles of construction connected therewith, and something about grinding lenses and the calculation connected therewith.

If I was placed in training at this commercial house, it would take me a period of years to pick up the desired knowledge. An institute known as the American Institute of Optometry, 37 West Ninety-seventh Street, New York City, offers to equip me with this knowledge in from six to eight months, providing that I spend six to eight hours at the school every day.

This school charges a fee for the course of $300.

This school has not been listed by the Government, so therefore they have not O. K.'d the course in that school.

A course in Columbia University is offered, but as I do not want to become a professional optometrist or practicing optometrist I do not want to go to

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Columbia, because it would take me too long, as I have only had two years in high school. The State law requires four years high schooling. Therefore I would have to complete to the satisfaction of the State board my high schooling. I do not need that other education which I would have to have were I to become an optometrist. I just want to become a salesman for all kinds of optical goods in the capacity of traveling salesman.

That required knowledge I can secure at this American Institute of Optometry. It is a recommended school, according to many practicing optometrists in this city. This school can equip me in the shortest possible time for the position that is open for me.

I am unemployed, awaiting compensation and training.

GEORGE E. MARTINS.

Mr. WICKERSHAM. These cases and similar cases are, in general, the same class of subjects that we had in mind at the conference in December. I would like to suggest for the committee's consideration two remedies, first, that the work of the War Risk Bureau, the Vocational Training Board, and the Public Health Service, so far as it affects service men, be combined in one bureau or one department of the Government. In that way you eliminate a certain amount of duplication or waste and the red tape. As I have said already, there are some cases where a man has to deal with the Bureau of War Risk Insurance and with the Federal Vocational Training Board and perhaps with the Public Health Service, and he gets mixed up. He can not carry the distinctions in his mind and does not make any distinction in his mind. He is thinking of the Government, and that is all.

The CHAIRMAN. You heard Senator Smoot the night to which you referred a little earlier. He makes the suggestion of the decentralization of the War Risk Insurance, giving the compensation end to the Pension Bureau and the insurance feature to the Post Office Department, and the rehabilitation matter was not there discussed, but the allotment and allowance to continue with the Army and Navy. That would be quite different from your suggestion here.

Mr. WICKERSHAM. My information was that the Senator afterwards changed his mind. I am not sure about that. He did not tell me so himself. But I heard afterwards that he had changed his mind on that exact point.

In the first place, the disadvantages of the system are that half the time a man does not know who he is dealing with. Secondly, we are unable to get the further advantages that I am about to suggest in the scheme of having all the work combined in one bureau or one department, and that is that that bureau shall have branch offices in every State.

The CHAIRMAN. That was, then, the recommendation of the former commission here, the Hughes Commission.

Mr. WICKERSHAM. That the branch bureaus or branch offices in each State shall have full authority to act and to act at once in all cases that come before them under general rules established by the central office before they refer the particular case to Washington.

The CHAIRMAN. That is your recommendation for eliminating some of the red tape that you mentioned a while ago?

Mr. WICKERSHAM. Precisely.

In addition to the branch offices, local boards, perhaps this could be worked out through the local posts of the American Legion: I do not know, perhaps not, but that local boards be constituted similar to what I am told is the organization in England. I have not been

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in England since it went into effect and I do not know of my own knowledge, but my information is that local boards are constituted in small communities composed of two or three responsible persons and that the men go before them. They know the men personally, anyway, and know all about them. Personal contact is established. The board has a fund at its disposal from which it can draw at once without waiting for any further authority.

After disposing of a man's case and giving him such compensation as he needs and arranging for such training as he needs, the board then forwards to the central office the forms and receipts for the payments to the men together with the certificate of what they have done to the central office in London. That is, instead of making a man wait for all his money while the performance is gone through—that is, of course, necessary to the central office—the local board is given authority, within certain limits, I suppose, to help the man out immediately, and then draw against the central office on the man's receipt or his certificate as the case may be.

The CHAIRMAN. In that case, the local office would have its business with the central office, just as it is now, rather than with the Government itself?

Mr. WICKERSHAM. Yes.

The CHAIRMAN. In other words, the Government must deal with the central office. The Government itself could not know the local office.

Mr. WICKERSHAM. I think the way they worked it out was to have commissioners—I do not know whether they call them commissioners or not, but representatives of the central office through the country to find out—and these representative persons in the particular communities had authority to appoint them as the local board to deposit the necessary funds against which they can draw. Now, of course, that is very much easier to do in a country of small territory like England than it is in this country, but perhaps it could be worked out through a State branch office of the bureau.

The CHAIRMAN. The question that would arise in my mind immediately would be whether there would be any uniformity of the findings of the section in New York with the section down in Texas or in San Francisco, or whether there would not be a great variety of findings as to the eligibility for training.

Mr. WICKERSHAM. It certainly would not be any greater than exists now.

The CHAIRMAN. Your suggestion is worth looking into, I am sure, and we are very glad to have it.

Mr. WICKERSHAM. I am very glad to answer any questions that occur to you in connection with this, because I have asked the chairman of the national legislative committee of the American Legion, Mr. Thomas W. Miller, to prepare a bill along those general lines. I had not taken up with him the English feature but the feature of combining the Bureau of War Risk Insurance, the Vocational Training, and the Public Health Service, so far as it protects the service men or women in one bureau or department, so as to establish first a chain of responsibility.

The CHAIRMAN. Are you acquainted with the Canadian system?

Mr. WICKERSHAM. I am not; no, sir. With a branch office in every State with authority to act on cases under general rules estab-

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lished by the central office and within each case the War Risk Insurance duplicate records of the men who live in that State, so that when the man wants to find out something about his insurance his inquiry does not have to go into Washington into a great mill where there are thousands of employees, and many rooms, and thousands, and perhaps millions of files, with the consequent delay.

Mr. SEARS. Right there, would you avoid that delay if you put it into the direction of War Risk Insurane, because they have thousands and thousands of names that will never take vocational training. Would it not perhaps be more complicated? If I recall, there has been a bill introduced?

Mr. WICKERSHAM. The Wason bill.

Mr. SEARS. To let the Pension Bureau take care of them.

Mr. WICKERSHAM. There are two bills, the Wason and the Rogers bills.

Mr. SEARS. Let the Bureau of Pensions do it because of their many, many years of experience along those lines to take care of the allotments, they call it now, pensions, whatever name you desire to give them, and in that way cut down the overhead expense and let the men really get the money instead of paying it out in salaries. You realize that in vocational training, whether we agree or not, some of the young men have not agreed with the gentleman in charge, it takes a man pecularily fitted for that work. I think you will agree to that statement and you would still have to do it for these men if you put it in any other bureau. I am wondering where you would cut your red tape if you put it into a large bureau.

Mr. WICKERSHAM. One difficulty, as it seems to me, with the present organization, is lack of responsibility.

Mr. SEARS. That may be true. Dr. Fess touched on it there. The committee, as you no doubt know, went extensively into this matter and we had before us the Canadian experts who had made a study of it. They had three years' experience and I will say that they had many, many difficulties just like this committee is going through now because it was something new. We did that with the hope of trying to iron out some of this before we struck them. It seems that in many cases we have not succeeded but if it were changed to the new system, making a radical change, the question is, Do you really believe it will accomplish more for the wounded soldiers?

Mr. WICKERSHAM. I think you will if you can make a system which will result in personal contact with the applicant, the wounded soldiers and the official who has the authority to pass on his case.

Mr. SEARS. I do not mean to criticize but I happened to be chairman of the committee when these hearings were up. Dr. Fess was ranking member and ably assisted me and we had quite a fight along these lines. There were some who insted upon keeping the wounded soldier in his charge and we wanted to get away from that as far as possible.

Perhaps we did not do that. I believe in the personal touch myself, and I was wondering if your suggestion would help it or not.

Mr. WICKERSHAM. There seems to be a feeling among the men to whom I have talked, including wounded and disabled men, that

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something could be done, so that, as I have said, the personal contact could be established between the disabled man and the officials who are going to determine his case, so that very much better results would be obtained. Now, take the present situation in New York, acording to the lists of assistant vocational officers that I have here and which were announced last September, and I do not know what changes have been made in this respect since then, but what I am saying now is based upon information at that time, District No. 2, comprised Connecticut, New York, and New Jersey, with one office, and that office at New York City. How is a fellow living up in Lawrence County in the northern part of New York to get personal contact even with the district vocational officer? In most places, he can not do it.

As many men left the hospital and were discharged from the service before the Vocational Board had reached them, these men are against it.

Mr. SEARS. Before we passed a bill that was another hard feature.

Mr. DONOVAN. 132,000 of them.

Mr. WICKERSHAM. I am really through now. Those are my recommendations.

The CHAIRMAN. I think the committee would like to ask you some questions along the line of your observations. Is it necessary for you to leave now?

Mr. WICKERSHAM. I really ought to be in New York to-morrow, but if it is going to be too much of an inconvenience to the committee——

The CHAIRMAN. We will keep the committee a little while now, unless there is an urgency for an adjournment.

Mr. WICKERSHAM. I am very much obliged to you.

Mr. VESTAL. It seems to me that the suggestion from the witness relative to the work in the hospital is the strongest suggestion that has been made. It seems to me that, as I understand it, your suggestion there is that men should be in these hospitals to take care of these boys before they get out of the hospital. I think if that was done, we would eliminate a whole lot of this trouble. I did not know but it was being done more than intimated by Mr. Wickersham.

Mr. WICKERSHAM. They might have done that more than they did before December, when I took this up with Mr. Lamkin. I do not know what the existing situation is. That seemed to me at the time to be a crying need, and I do think the board would not have had so many of these cases if they had done it from the beginning.

Mr. VESTAL. I am of the same opinion.

Mr. WICKERSHAM. But this development now is different from when the work started. Here are some 70,000 men who are undoubtedly entitled to training who are not getting it; 60,000 anyway, a very large figure, a substantial part of the total number of men entitled to training, which these men have lost. The problem is how to get at it.

Mr. SEARS. I have been rather interested in Mr. Wickersham's statement. I simply want to emphasize the fact that this committee and, I think, the Vocational Board, wants to get the money to the boys. Whether this system of establishing in each State a branch

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would accomplish it or not, the committee would be glad to go into very carefully. In my State, for instance, there has been practically no complaint along vocational lines, but a great deal of complaint about allotments and ratings and disability. They get 10 per cent disability one month and the next month get 40 and the next month 15. So I think you will find throughout the country a great deal depends upon local conditions. If you care to, I would like for you to go further into it, and also read the hearings of the joint committee of the Senate and the House last year, was it not, Dr. Fess?

The CHAIRMAN. Yes.

Mr. SEARS. In which we had these experts called before us.

Mr. WICKERSHAM. I would like to read that very much.

Mr. PLATT. There is a certain amount of rehabilitation work not for the purpose of vocational training, but for security purposes, done in the hospitals, is there?

Mr. WICKERSHAM. I believe there is, but I do not know very much about it.

Mr. PLATT. I know there is in some hospitals. Have you ever considered the question of whether laws should have been so framed as to leave the whole matter to the Surgeon General's Office?

Mr. WICKERSHAM. Yes; I have.

Mr. PLATT. One of the foreign countries has done it that way. I do not know whether it is England or France.

Mr. WICKERSHAM. I do not know that.

Mr. PLATT. Would that not have been a better plan?

Mr. WICKERSHAM. I think it would. I fear you would again run into the difficulty of the split in the authority of the Bureau of War Risk Insurance and the Surgeon General, if the Surgeon General were to have that work. I am very much in favor of putting all the work in one bureau.

Mr. PLATT. Is there any reason why a bureau organized to insure ships should have been given the insurance to soldiers?

Mr. WICKERSHAM. Not that I know of.

Mr. PLATT. I am glad to hear you say so.

Mr. DONOVAN. Is there any better reason of putting it in a bureau that is primarily a bureau of insurance after being started as a bureau for the insurance of ships?

Mr. WICKERSHAM. So far as I can say I can offer no explanation for that.

Mr. DONOVAN. I was interested in your statement relative to the English system and that was pretty extensively gone into by Mr. McMurtie before the Committee on Rules and it has certain features that seem to be appealing, but, of course, the beginning of the establishment of the benefits of this law to the crippled men or the injured men, I take it, must first be arrived at after the physician has made his diagnosis and prognosis and reported. That is true, is it not?

Mr. WICKERSHAM. Yes, sir.

Mr. DONOVAN. Dr. Fess asked you whether or not you thought the plan as suggested of the English system would work with having a representative in the several towns and that representative have charge of the local bureau, or a prominent man, and I would assume that one of those prominent men especially would have to be the prominent physician of the town.

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Mr. WICKERSHAM. Very likely.

Mr. DONOVAN. The burden in the first instance would come upon that physician.

Mr. WICKERSHAM. That is true.

Mr. DONOVAN. He has to ascertain what would be the facts medically upon which he could lay his foundation, which must come from standards of minor sources. Is that not true? Would not that necessarily follow that that medical board from which this must emanate must be at the central office in Washington or some place else? Now, is it not substantially the system now followed by the present administration except that it does not reach out in its tributaries to the local communities, boroughs, ond towns? That is what I would like to see. Would it not be an extension of this particular system and could you avoid the so-called supervisory element that we have now to contend with which I confess holds back progress?

Mr. WICKERSHAM. You can not avoid that element. You must have that or eliminate the laying down of general rules for the guidance of subordinate officials. There is no way you can avoid doing that right there as to the present system and the possible changes in the system. The present system, to my way of thinking, has fallen first, because of the lack of sufficient tributaries.

Mr. DONOVAN. I agree with you absolutely. If you will permit me to offer you this just quoted from an examination here so that I may not be mistaken. I now read from the hearings of the Committee on Rules, Sixty-sixth Congress, held October 9, 1919, upon what was known as the Rogers resolution.

Mr. WICKERSHAM. Yes.

Mr. DONOVAN. Mr. Rogers, who is much respected by other members of this committee, and the House in general, was interested and speaking of his resolution made this statement:

> These boys, some of them, have got to be reached out for and almost forced to go upon this vocational work; otherwise they will let go. In other words, we must go out and get these boys and not sit back here and say, "Here is a fine thing if you will come and get it."

Now, Dr. Fess said, and it is a fact, that the policy of going out and corralling boys that had not heard of vocational training, and that seems to now be the complaint, where a number of these men were discharged without ever knowing that they had these rights under this law.

Mr. WICKERSHAM. No doubt of it.

Mr. DONOVAN. The law was not enacted and there were a number of cases on that subject. Dr. Fess said—I will quote it, and I think it is a complete answer to it:

> The committee or the representatives of the board before the Appropriations Committee, having stated the needs for funds emphasized that particular function, and if you will refresh your memory you will remember what a censure they received from the Committee on Appropriations and from Congress for going out and hunting up people and thereby increasing the cases. That was made the subject of very severe criticism.

Now, in furtherance of that, as a matter of fact, the appropriation was not on this committee that it should be for doing follow-up work, and if I recall, the bill was vetoed by the President, sent back and then it was increased. So there is a rather complete answer why

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there has not been these tributaries throughout. Now, I want to just ask you this question.

Take the matter of insurance, it is so that that case is now through the different functions of the war-risk insurance and that is the only governmental agency that deals with insurance.

How could we make a shorter cut in the insurance matter, even by analogy with private insurance proceedings, where the individual files his application with the local agent and he files his medical certificate and that goes to the local agency, to the State agent, and finally to the home office.

I would like to have you make a suggestion as to some other rule we could take of a short cut than a proceeding in that way. Whether it is on the vocational training or not we would be glad to have you suggest that idea in the enactment of this law.

Mr. WICKERSHAM. I should think a Federal central office laying down general rules; that is, a central office in Washington laying down general rules——

Mr. DONOVAN (interposing). I believe in the coordination idea. That is where the trouble is here. These are different questions.

Mr. WICKERSHAM. They make trouble time after time.

Mr. DONOVAN. The public health, war risk, and the Federal board; I think that is the damnation of the whole thing.

Mr. WICKERSHAM. So do I. I feel it would strengthen it. In the first place, if you have the central office to establish general rules, both as to research rules, as to the amount a man should be entitled to receive, and to the class of training and compensation, and so on, and then have the branch office in that State, whose job it is to interpret those rules to the local boys, I think it would be quite as short a cut as you can make in this country, where the distances are so much greater than in England or any of the foreign countries.

I do not see how you can avoid that in the State between the central office and the board that sees the man. Otherwise you run the risk of what now exists of a man in Lawrence County, N. Y., who may want to see the district vocational officer in New York City.

Mr. DONOVAN. Let me suggest: Is there any branch office? I think I have heard that suggestion—that they have a Buffalo, Rochester, and Syracuse office.

Mr. WICKERSHAM. It does not say anything about that in this list. Those are not on this list. They may have.

Mr. DONOVAN. They should have.

Mr. WICKERSHAM. They may have branch offices in other States than New York.

Mr. DONOVAN. Did you say that you did not think there was sympathy by the board with the men; the right kind of sympathy? Do you mean that the Federal board, composed of the several secretaries and the three laymen, have shown any given disposition antagonistic or unsympathetic, or do you mean that, for instance, up in our place in New York that the manager has not been good.

Mr. WICKERSHAM. I spoke of the local men, the Federal agents, and not of the board secretaries or other members of the board.

I should like to add a word there that two cases were called to my attention last week which seem to be cases of real hardship that were referred to by letter to Mr. Lamkin of the Federal board, and he got immediate action on them. But that should not be.

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Mr. DONOVAN. No.

Mr. WICKERSHAM. That man should not have to come to me because I know Mr. Lamkin, or because Mr. Lamkin is willing to act on something for me.

Mr. DONOVAN. Let me ask you another question. Before Mr. Griffin was in charge of the New York office, from its inception, September 1, 1919, and from what I gather a large part of these complaints, discourtesies, etc., the general upset was during the time of his administration. Now, do you recall whether that is the fact or not?

Mr. WICKERSHAM. No; I do not.

Mr. DONOVAN. He was removed later, and I do not know whether it was justified or not.

Mr. WICKERSHAM. I do not. I have heard some comments, but not what I would consider real information. I am not really in a position to answer that.

Mr. DONOVAN. We are very much obliged to you, Mr. Wickersham.

Mr. WICKERSHAM. I want to thank you, Mr. Chairman, and members of the committee.

The CHAIRMAN. The committee will adjourn until 10 o'clock to-morrow morning.

(Thereupon, at 5.30 o'clock p. m., the committee adjourned to meet at 10 o'clock to-morrow, Wednesday, March 31, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Wednesday, March 31, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will please come to order. Mr. McMurtrie, will you please take the witness stand?

Mr. ROBSION. Before you start I would like to make a suggestion for the committee. It is this, Mr. Chairman.

The CHAIRMAN. Proceed.

Mr. ROBSION. I feel that it is the purpose of every member of this committee to make this investigation as thorough as possible, and I feel that we are all anxious to know the facts and if the charges are not true against the board, as one member I am deeply concerned in that being thoroughly established, and if they are true, I would like to see that established. This investigation will cover the activity of this board for something like 18 months or more and involves a great many problems. As a practicing attorney I would not feel that any man could hardly render his case in the way we are proceeding.

It looks to me like some one or more members of this committee should take the time and get right at the bottom of these matters and direct interrogation of these witnesses as in open court. I feel that nearly all of us are over busy and engaged in other matters and I would like to make the suggestion that the chairman of the committee appoint some one or two of the members of the committee who are careful lawyers to prepare the line of interrogation to follow. I know we have some very able members of the bar on the committee, and my distinguished friend, Judge Towner, is an able lawyer and an able judge, and there are others also on the committee. I just make that as a suggestion, and I think we might get along faster and get this matter focused on the important points directed to that and establish this matter clearly on the question, either favorable to the board or against the board.

The CHAIRMAN. The gentleman must have been in our executive session when the order was given as to the way to proceed with this examination.

Mr. ROBSION. I was present, it is true.

The CHAIRMAN. This matter, of course, should be in executive session; the suggestion that has been made, and it was there that it was decided that the witness should be sworn the same as in court, so that he would understand that he was giving his testimony under the

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laws of court procedure, without any desire, of course, to get anything except the exact truth, and also such examination would be conducted as is usually conducted by committees.

This is not a prosecution; it is simply an effort to get at all the facts, and it was there decided that every member of the committee should be free to make such examination as he saw fit. Therefore, we could not at this time appoint any particular members of the committee to do that in the examination, a matter that I would be very glad to have done; but it would not suit the committee, in that members would like to be free to make the examination themselves.

Mr. ROBSION. If the chairman will permit, it was not my purpose to permit any counsel to take all of the time or ask all of the questions, but to formulate the policy and direct the line of question; that members of the committee ask such questions as they might. It is just a suggestion and I thought it might help. It is my understanding that usually in these investigations we have a counsel and attorney.

The CHAIRMAN. Some of them do; where they expect to find criminal liability or moral turpitude, it is directed by the counsel rather than by members of the committee. But there is no thought of that here. The suggestion that I made would avoid the coming in of a member after a witness has been examined and going through the witness's testimony again that had been already submitted. It is an unfortunate occurrence that we ought not to have to suffer.

Mr. ROBSION. Yesterday I noticed four different members of the committee asked the witness the same list of questions.

Mr. BRAND. That is what I suggested Friday. Mr. Blanton came in here and went over the same line of questioning, bringing out the same testimony that you had gone over and others had gone over, and I think Mr. Dallinger did the same thing, due to the fact that they were not here when the witnesses were put on the stand. This causes unnecessary time to be consumed and unnecessary expense and is not helping the committee one bit.

The CHAIRMAN. I admit that, Judge Brand. I do not know how you can correct it.

Mr. BRAND. If they can get here when we meet. When I hear a witness I am ready to go out and put the next witness on the stand and do work in the meantime and not take the same witness over and over again.

The CHAIRMAN. It will be necessary to proceed as we have until it is changed by an executive session. We will meet immediately after the close of this session, and if the committee wants to change the order we will do it.

Mr. SEARS. I make this suggestion; the Chair can follow it if he thinks best. I have found in this testimony that the witness refers to the Vocational Board time and time again, and it is not brought out until at the end of his testimony: for instance, I think Mr. Edwards at the end said he had practically no complaint against the central board. His complaint was all local, to the New York board. Now, again, the witnesses will refer to the compensation as of the Federal board.

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It seems to me that either you or Judge Towner can ask the witness so that citizens in reading the testimony or the committee in going through it will not have to read clean through the testimony before they find out that the witness was not referring to certain gentlemen but was referring to other gentlemen. Do you not think that will be a good idea where the witness says the Vocational Board to ascertain whether he means the Bureau of War Risk Insurance, the central office, or the local office in New York or whatever State it might be.

The CHAIRMAN. It will be necessary for those who want to get at all the facts to read the hearing.

Mr. SEARS. The reason I had suggested that is that we had agreed not to interrupt until the time to examine comes, and that has happened with nearly every witness that has been on the stand.

The CHAIRMAN. However, it is always corrected. Somebody corrects it in the testimony.

Mr. TOWNER. I just wanted to say a word regarding the matter. The suggestion of the gentleman from Kentucky is, of course, very pertinent. There must be considerable loss of time and duplication of effort in this method of examining witnesses. Then, of course, time could be saved if some particular person was appointed to take charge of the investigation.

However, I feel very strongly, personally, and I think that the majority of the committee feel the same way, that no matter if it takes more time than is necessary, no matter if it does take us from our other work, this matter is of sufficient importance that we should make every sacrifice personally necessary to see that there is absolutely a full and complete hearing regarding this matter, since it has been called to the public mind that certain conditions are charged to exist with the administration of the Vocational Board having particular reference to their treatment of wounded soldiers. It is in my judgment very necessary that we should have a thorough and complete examination. It is not only necessary that this examination should be thorough and complete, in fact; it is necessary that both the parties to what might be called the controversy shall be made to see that the investigation has been thorough and fair in every respect. I should be very deeply pained, and I think every member of the committee would, if we thought that at the close of this examination the soldiers were feeling that the examination had been unfair to them, and I think we should all feel that, in justice to the board, we would not want them to feel that this investigation had been unfair with them or that it had been unnecessarily restricted. I think we want to hear every person that has anything to say regarding this matter that is in the nature of a fact or in the nature of evidence, and we should be opposed to any restriction in form or any restriction in substance of this examination, and I believe that that is the sentiment of almost the entire membership of the committee. These suggestions are not made with any thought to limit it but only to facilitate our business, and I do not see how it is possible for us to do that now.

Mr. BRAND. That is a criticism that tends toward the criticism that I made. I am in thorough accord with what you say, as far as that is concerned.

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Mr. TOWNER. I did not intend to criticize anyone's suggestion.

Mr. BRAND. I do not think anything is gained by the repetition of the same questions to the same witnesses.

Mr. TOWNER. I agree with that, and I think that a full examination under the circumstances we have had, even if it leads to repetition, is better than to shut it off.

Mr. ROBSION. Mr. Chairman and Judge Towner, I feel that my plan of procedure would make it more thorough. I feel we all want to have it thorough. It is my idea it should be thorough.

Mr. BRAND. I want to see it thorough, complete, and satisfactory to the boys, as well as to the board and to the committee.

The CHAIRMAN. I am afraid we are entering upon a matter here that is entirely out of order.

Mr. DONOVAN. I heard the conclusion of Judge Towner's remarks, and I subscribe to his viewpoint absolutely in regard to the procedure. I should like to be placed on record to the extent that I think it should be complete in every detail, even at the expense of repetition.

The CHAIRMAN. I will make this additional statement, that the examination thus far has been perfectly orderly. It appears to me that there has been a desire on the part of every member of the committee to get at the facts. The only complaint anyone could have would be that it has been consuming time by what appears to be needless repetition. I do not know how to avoid that, so I think we will proceed until such time as the committee in executive session might see fit to make any change.

STATEMENT OF MR. DOUGLAS C. McMURTRIE, NEW YORK CITY.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. You have given your full name and address to the stenographer?

Mr. McMURTRIE. Yes, sir.

The CHAIRMAN. What relationship have you had with the rehabilitation work?

Mr. McMURTRIE. As a preface to it, I might, if I may, state my interest in the subject. For the last 10 years I have been very much interested in work for cripples, and for the past six years I have studied the matter rather closely of the conduct of training on the subject. It has been purely an avocation with me and has no business relations whatever. I have also been for the last three years president of the Federation of Associations for Cripples in New York City, which is a league of societies working for cripples, and when the interest in the war cripples first came up a gentleman in New York offered to the Red Cross a considerable sum of money to start some activity looking to the welfare of disabled soldiers. No Government organization having moved in that direction, the Red Cross tentatively established an institute for crippled men in New York City, and in August, 1917, I made rather an extensive trip through Canada to study the Canadian system, from the Atlantic to the Pacific.

The institute immediately began making studies of work that had been done, so that it might have information available when the Government work might start.

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The CHAIRMAN. Who sent you into Canada?

Mr. MCMURTRIE. The Red Cross; and the data we gathered was made available to the Federal Board when it started its work as a public duty. The institute was actually under way; classes were in operation for disabled men. We started them with industrial cripples and others, so that the men gathered together were of all sorts. We had an employment bureau underway before there had been any legislative move whatever. We were only taking care of scattered cases of disability of soldiers, etc., that happened to come to us. Before the vocational rehabilitation bill became a law the institute, at the request of the Federal Board, instituted a training course for vocational officers and arranged for some lectures in New York and for a trip through Canada which, I think, was helpful and useful, so that our relations have been of intense interest. The institute did not play for various reasons any great part in the actual work of rehabilitation, but my own interest has been very keen. About two or three months ago it was necessary for me to go back to my business responsibilities, and I resigned from the work, but the enthusiasm is still there, and I am still as much concerned in what is going on as ever before, and I have constantly maintained contact with the work.

The CHAIRMAN. Up to that time your work was with the institute under the direction of the Red Cross?

Mr. MCMURTRIE. Yes, sir.

The CHAIRMAN. And had no official relation with the Federal Board?

Mr. MCMURTRIE. No; other than a very inconsequential relation as member of their advisory committee on tubercular classes that was not of any great importance.

The CHAIRMAN. Proceed with your statement.

Mr. MCMURTRIE. It is not my desire in testimony at this time to be critical of anything that has gone before. I have been familiar with a good many aspects of the work of the Federal Board which might, in my judgment, be open to criticism, and I do not think that would be the most useful tact to pursue; so, at Judge Towners's suggestion yesterday, when I was before the informal meeting before the committee hearing, I have prepared a memorandum of what I consider the essentials or the comparative essentials of a study of the rehabilitation for disabled men, and it was my thought, since you would get other testimony of the actual workings of the system as it has been in the past, that perhaps it might be most helpful to present some data of that kind of experience, if it is in accord with your wishes.

The CHAIRMAN. That will be very helpful.

Mr. MCMURTRIE. What constitutes a sound system of rehabilitation for disabled soldiers? Fortunately, there is now a considerable body of experience to draw upon for assistance in answering this question.

Mr. BLANTON. I make this point of order: I would be as much interested in the gentleman's statement as anyone if that were the object of our search and investigation, but just now we are not preparing legislation; we are investigating certain charges against the board, and I make the point of order that this investigation should be confined to charges of misconduct or improper functioning by the board now under investigation.

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The CHAIRMAN. The Chair overrules the objection. One of the charges against the board is that the law was ineffective and the board is not functioning under the law, and that matter will all come up in due time. The gentleman will proceed.

Mr. MCMURTRIE (reading):

At the time the United States entered the war the other belligerent nations had for several years been experimenting with methods of provision for disabled men. The most obvious errors had been discovered and corrected, and the systems were becoming stabilized.

The United States had, in addition to the experience at its disposal, time in which to prepare to discharge its responsibilities to disabled soldiers. Whereas the first disabled soldiers appeared on the streets of London and Paris two or three months after the outbreak of hostilities, a consequential number of our crippled soldiers did not come through the military hospitals to the stage when they would be ready for economic rehabilitation until two years after our declaration of war. So, in spite of the delay of 12 or 13 months in giving the Federal Board for Vocational Education notice of its responsibility in this field, the time was still adequate for preparation.

The temper of Congress was most generous in dealing with questions affecting disabled soldiers. All of the money asked for this cause (in one instance more than was requested) has been appropriated, and reasonable demands for legislative authority have been met. It was certainly the intention of Congress that the disabled American service man should be dealt with generously and capably.

What, then, are the essential elements in the plan of rehabilitation which should have been and, indeed, still should be worked out?

1. The first requisite is sufficient money with which to do the job. There has been no handicap of a financial character in this country. The French, for example, saw many rehabilitation features which they would have liked to carry through, but funds were not available. It is not enough to offer disabled soldiers training courses, for unless support for them and their families can be provided they can not take advantage of the opportunities. For this maintenance colossal appropriations are requisite, but they have not been forthcoming.

2. The second item is organization. It is patent that the disabled soldier in Wyoming should be dealt with in essentially the same way as his injured company mate from New Jersey. This requires national organization, which must be directed from Washington. But as the disabled man, after he is through with hospital treatment, wishes above all else to get back home the practical work must be done at a myriad of points throughout the country. The district system of organization is thus indicated, and the Federal board very wisely divided the country into 14 administrative districts. But in its method of administering those districts it was not so wise.

It should be recalled that the problem is one of human relation, personal and individual. Be there 40,000 or 200,000 disabled soldiers with whom to deal, it may be safely averred that no two cases are alike. Each case calls for an original decision, which some persons or group of persons must make. This situation would call for the establishment of some general rules of practice and some general prohibitions, leaving considerable latitude of judgment to the representative most closely in touch with the individual soldier.

The central office must needs have statistics and records. It must also lay down rules and regulations. But the work must be done in the field and the data sent to Washington for record and possible criticism. It is better that a representative of the board should meet a disabled soldier in Butte, Mont., should study the case, should make a plan with the man, and actually start him in training and then send a record of the case to Washington, than that the whole matter should be held up pending decision from the central office. Even if the judgment of the local representative is correct but 90 per cent of the time, there is no guaranty that the sapience of the Washington office, which has never seen the soldier, will be greater. One thing is sure, referring all cases for decision to a central point means endless red tape and delay. Delegating the power of decision to the man who actually deals with the soldier is simple and direct as well as logical.

It is an axiom of administration that responsibility and authority engender interest and enthusiasm. Put a job up to a man and the chances are he will do it well. Make him a rubber stamp or a routine clerk and you kill his spirit.

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Imagine the case of a vocational adviser who has entered the service of the Federal board with a desire to do everything in his power to help disabled soldiers. Conceive that he has been working hard on a particular case, that after careful study he has worked out a plan which he is sure will be successful. He has aroused the soldier's ambitious and brought him into the right frame of mind to undertake a course of training.

But the adviser has no authority to do a thing. He makes a recommendation, which goes to Washington and does not return for some time. Meanwhile his enthused soldier friend drops in to see when he can start. The adviser is embarrassed that he can not tell him. Finally the recommendation is returned disallowed, with a notation by some one who has never seen the soldier giving a reason which the adviser knows is silly.

We can imagine what a damper will be put on the enthusiasm of the soldier and the spirit of his friend and adviser. With what energy can we picture the adviser following up and putting through the alternative course of training? And as the character aspect is so much more vital than the technical we can conceive it better that the two individuals were left to work out the plan they created and for which they were responsible.

If local representatives were given authority to act, it is clear they should report their action in every case to the Washington office for record, for criticism, for possible review. But meantime something would be under way. And if the central office was snowed under and become months late in review of the cases no grievous injury would be done the disabled soldiers.

With delegation of authority should go grant of funds. Each local office should have a fund to meet immediate requirements, making expenditures (governed, of course, by the regulations) obtaining vouchers, and forwarding these to Washington with a complete accounting, so that the local fund could be reimbursed.

Such district organization makes it necessary for the director to train and imbue with correct principles for the work the 14 regional chiefs alone. These men would each deal with their representatives in the cities within their districts. These latter would break in their assistants, and so on likewise down the line.

Consider the organization of Red Cross home service, which must be considered one of the greatest achievements of the American people during the war. Literally hundreds of thousands of cases of American soldiers and their families were handled with dispatch, wisdom, and satisfaction. Yet never a single case was decided in Washington. The central office determined the principles of the work, laid down restrictions, audited accounts. Had the cases been referred to Washington, there is no building large enough to house the force of clerks that would have been required.

When the soldier's relative came for assistance the case was studied, the decision reached, and action taken the same day. Mistakes? Possibly some. But there certainly was service prompt enough to be of some use. And it was not hit or miss. The worker making the decision had been trained by instructors from headquarters; he or she was constantly guided by advice or rulings from the same source.

When a home-service worker was crowded with work, two assistants were broken in. Later, these assistants trained others. With such a system a thousand cases or a million cases could be cared for with equal ease. And the Washington headquarters were never unduly rushed. The officials there always had time to consider the larger aspects of the work and to strive for further improvement.

3. The most vital factor of all is the caliber of personnel. In this any Government bureau is hampered by limitation of salary scale and civil service formalities. But as we look back to the beginning of the Federal Board's work we recall the generosity with which service and facilities were offered it in the interest of the disabled soldier. The best men in the country would have given a share of their time to serve on boards or committees. Many would have given full-time service either at Washington or in the cities where they lived. No such willingness was availed of. So instead of having the "biggest" men in the communities throughout the country identified with its work the board was limited to men whom it could hire for salaries ranging from $2,000 to $4,000.

In only one instance was any volunteer advice or assistance accepted, namely, in the appointment at the suggestion of the National Tuberculosis Association of an advisory committee on tuberculosis cases. This committee worked faithfully but the Federal Board paid very little attention to its recommendations.

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Volunteer work used to be regarded with disfavor but during the war it was demonstrated that it could be made efficient. In the best organizations volunteer workers were "hired" and "discharged" on the same basis as paid employees. There was no subject in which such intense interest was demonstrated as the future of the disabled soldier, and the Federal Board could have built up a splendid corps.

Leaving the consideration of volunteer service out of the question, however, there are two ways in which men may be employed. The one is to get a good man, give him his instructions, and then give him a free hand to do his work. Every good executive follows this method, checking the results very carefully, of course, and discharging the man if he fails, but not annoying him constantly with petty interference. The remuneration to a good man under such circumstances is part in salary, but part in the creative satisfaction which he takes in his work. The second way is to use a man as a clerk and give him no authority and no responsibility. No really worth while man will keep such a job at any salary, and those who can be obtained are such as work for salary alone. Yet it is the second policy which was adopted by the Federal Board and a number of competent men have resigned by reason of it. Members of a rehabilitation staff should be selected from varied lines. Particularly should those with experience in social work—which is only another name for character and personal problem work—be sought. The Federal Board has restricted its recruiting too largely to teachers.

Another requirement is that district representatives be themselves residents of and familiar with the territories they are to cover. The average New Yorker, would, for example, feel lost in the Northwest, and a Yankee is certainly not the one to send to New Orleans to deal there with both whites and negroes. The local staffs can best be locally recruited.

The failure to use women in the contact work with soldiers was a great mistake. Leaving out of consideration the principle involved, it is a fact that for a given salary there can be employed a higher type of woman than man. And women are peculiarly apt for a human job of this kind.

Inasmuch as the task of the Federal board is to meet a character problem much more than a vocational problem, the question of personnel is of the most vital importance.

4. The next consideration is method of work. The most important factor is that the attitude toward the disabled soldier should be active rather than passive. Representatives of the board should seek out soldiers and an adviser should act in the capacity of attorney for an individual man to see that he gets the benefits that Congress intended him to have. Instead of taking the attitude of an insurance examiner who puts the burden of proof on the claimant there should rather be the spirit of the family lawyer who seeks diligently for the missing nephew in order to convey to him the estate bequeathed to him by an uncle.

The work should all be done through personal contact. Letter writing is beyond many men who could very clearly tell their story verbally. And as half the job conferred upon the Federal board was selling the proposition of rehabilitation, contact work in the field should have been regarded as a primary essential. The up-to-date business house knows its prospective customers can be landed more surely by the personal call of a salesman than by mailing of printed matter. If the disabled soldier does not answer a notice he should be called on at his home, followed up if his address was changed, and brought into the fold.

5. The next question concerns the place and manner of training, the principal difference of opinion being as to whether the disabled soldier should be sent to some regular trade school or to a special school for disabled men in general or for disabled soldiers. All the experience of our allies pointed to the necessity for special schools. The difficulties of depending upon existing educational facilities were: (*a*) There are practically no trade schools for full-grown men; (*b*) an adult feels embarrassed attending an industrial school or business college with young boys and girls; (*c*) the teachers in regular schools are not familiar with the special educational difficulties involved with cases of physical handicap; (*d*) what the teachers do learn from mistakes and experience is not cumulative for the benefit of other disabled men, because the soldier pupils are too scattered; and (*e*) in a standard institution doing its regular work the individual attention and constant mental bolstering and encouragement that an injured man requires can not be provided. In a special school the subjects of

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instruction, the staff, the methods, the hours, and régime are all planned for the special type of pupil.

Although Canada, Great Britain, France, Belgium, and Italy had all found special schools for disabled soldiers to be necessary to successful work, the Federal board, in its wisdom, determined upon a course diametrically opposite.

6. Mechanism of rehabilitation calls next for consideration; so far as the soldier is concerned this comprises three stages: (*a*) Field work by "sleuths" who run down the disabled men to put them in touch with their opportunities; (*b*) personal advice regarding plans for the future, choice of training, etc., and (*c*) follow up during and after the course of training to see if the plan is working out as expected, to smooth over difficulties, and so far as possible to assure ultimate success in the return to civilian life.

Promptness of action is of particular importance. A man can very quickly drift into habits of idleness or become discouraged and enter a blind-alley occupation. At the beginning of rehabilitation work in the country, the point most emphasized by advisors from abroad was that there should not be a week's delay in starting the disabled soldier on his way. Of course, the only way to attain speed is to decentralize authority, putting it in the hands of high-grade men.

7. Yet overdoing the matter is to be avoided. The indiscriminate award of long courses where they are not required, the loose distribution of Government money in maintenance allowances, may be prejudicial to the real interests of the disabled men. It is a great mistake, for example, to have men take easy courses a couple of years in length, for they become lazy and get into the habit of depending on the Government for their support. In Canada, for example, they have taken great pains to prevent pauperization of the men.

When the Federal board has come under fire, its reaction has been to put cases through by the hundreds and to grant courses by the wholesale. What the disabled soldiers needed instead was more personal attention. If high-grade effort were put on every case, the solution in many instances would be found without necessity for a long and expensive training course.

8. An essential in any successful system of rehabilitation is a strong and effective program of public education relative to the real needs of the disabled soldier, the right attitude toward him on the part of the public, the employer, his family, etc. With the generous cooperation offered by the newspapers, the magazine press, the moving-picture producers, etc., a splendid campaign would have been possible. But the Federal board has accomplished almost nothing in this line.

This memorandum has endeavored to set forth some of the features of a rehabilitation system which are of positive importance. What has been the success in other countries with the same work?

It is true that all the countries have encountered difficulties, but many of them were due to the necessity for sailing an uncharted sea, with no previous experience to observe and follow. There is space for consideration of but one system, and that from the aspect of the disabled soldier.

The injured British soldier is discharged from military hospital and goes at once to his own home. Before he gets his discharge he receives a card advising him to call on the local war pensions committee in his own town; that this body will look out for his needs. When he gets home he goes to the office of the committee on a Tuesday, let us say, and meets the executive secretary, a paid officer placed in the job by the national pensions ministry. He is asked to come back Wednesday afternoon when the members of the committee will be meeting so that he can talk over with them his own situation. Meantime he may be asked to see the medical advisor of the committee so that there shall be ready a report on his physical condition.

The committee is made up of some of the most useful members of the community, serving without pay. It comprises possibly a couple of manufacturers, one educator, a minister, a labor representative, and surely a few women. The soldier talks over his case with the committee or with a delegated number of members. These members know the community, the industrial possibilities, the employers in the various lines. Doubtless one or more of them knows the soldier or his family. So they advise him and, at once, if possible, determine upon the plan he is to pursue. His degree of disability under the regulations given them is decided, and the executive secretary is in a position that day to start paying him a pension. They award what is called an "interim" pension, which is reported to London, and which is subject to revision if headquarters objects. But meanwhile the man is not left penniless.

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If training is determined upon as wise, the soldier can start the next day and, again, the local officer can start paying his tuition and the maintenance allowance for himself and dependents. The course decided upon, its length, and probable cost is reported to London, and, of course, the choice is guided by certain regulations issued to the local committees from time to time. As with the pension, London may, but seldom does, cut down the length of the course. But meantime the man has made a start.

Individual members of the committee make themselves responsible for keeping in touch with a certain number of the soldiers, visiting their families, etc. This provides follow up of the best type.

The payments mentioned are made from an "imprest" fund, reimbursed from London as expenditure vouchers are sent in.

In large cities there are subcommittees covering different sections of the community.

It is all very simple and direct; and though the working is not perfect, at least the soldier gets action, and is not put off, put off again, and finally disheartened.

The point again to be emphasized in conclusion is that the problem of dealing with disabled soldiers is a human problem. It involves the establishment of confidence between two individuals, and the acquaintance with record, personality, and temperament upon which can be based helpful advice for the future. The data of human problems can never be standardized or reduced to forms to be read over and judged by distant officials. Some person must make a decision, and that person must be the one in actual touch with the soldier himself.

Supplementing this statement I have a few remarks to make. In the first place I would suggest, Mr. Chairman, if it is in order, the names of several additional witnesses who could give you information.

The CHAIRMAN. Can you give the names to the stenographer?

Mr. MCMURTRIE. Yes, sir.

The CHAIRMAN. Very well, you may do so.

(The list referred to is as follows:)

Mrs. Magee, department of civilian relief, Pennsylvania division, American Red Cross, Philadelphia, Pa.

Dr. James Bordley, 810 Cathedral Street, Baltimore, Md.

Mr. Howard R. Heydon, secretary of the New Jersey State Chamber of Commerce, Clinton Building, Newark, N. J.

Dr. John Culbert Faries, 101 East Twenty-third Street, New York City.

Mr. Henry Braxton, 609 West One hundred and twenty-seventh Street, New York City.

Mr. Dunlevy Milbank, 42 Wall Street, New York City.

Mr. Jeremiah Milbank, 29 East Thirty-ninth Street, New York City.

Mr. MCMURTRIE. The other suggestion concerns the development of further data and sound judgment on the work that has been actually accomplished by the Federal board, and it will give you some idea of a constructive plan for the improvement for future development. It seems to me and has doubtless occurred to you that it is very difficult to bring out any true facts regarding the situation such as now exist in a congressional hearing of the usual type. For example, much of the best and most reliable information regarding the workings of the Federal board can be gotten from its own employees, and it is hardly within reason that these employees should appear before your committee to make complaints. They might be, however, approached by somebody who is in a position to talk to them confidentially and give a great deal of most valuable information. The same thing has been true regarding the value of the Red Cross Home Service. They did lots, in my judgment, in the workings of the Federal board, and

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know of hardships in individual cases, but their mouths are sealed with their official connection with some official agency in their relation to particular duties, and could give information, but they are the only body of people in the United States who can tell you surely and most expertly about the situation.

The CHAIRMAN. Suppose they are subpœnaed, would they not answer your questions?

Mr. MCMURTRIE. I think, perhaps, they would if it were pointed out to them that you were speaking from higher authority than the board and your interest was in doing the best thing for disabled soldiers. It was my original idea and the idea of a number of people who would not appear in Washington and put themselves on record but could be easily obtained by a commission of three absolutely unbiased persons who had some expertness in this work, and it might be possible for them to look into the questions and report to you upon their findings. That would give you an expert report that I think would be extremely helpful and I can not think myself of any other means of really sympathetically eliciting the true situation and finding out, unless some people can be selected on a more or less confidential basis in that way.

The CHAIRMAN. We would be glad to have the names of any persons that have information that would be of value to the committee. I could not say that this information would be gotten through confidential sources.

Mr. MCMURTRIE. I see. I might submit now the names of such persons as I think can.

Mr. TOWNER. Let me further state that the difficulty in obtaining information through a committee, volunteer or otherwise, is that that testimony is mere hearsay to base judgment on, as the action of the committee, if it was in part even made upon hearsay testimony it would discredit the action of the committee, and it would make its report a point of attack by those who would say they were influenced by hearsay testimony. It is very unfortunate that that condition exists, and I think you appreciate the condition does exist.

Mr. MCMURTRIE. Yes.

Mr. TOWNER. Mr. McMurtrie, you gave us a statement regarding the method of getting directly into personal touch with the soldier that was adopted in Great Britain which absolutely legalizes the work of rehabilitation in so far as its inception. I presume that would be, at least, I would like to have your judgment as to whether that would be possible in the United States, considering the vast number of our cities and towns and the widespread extent of our territory and the distribution of our population over such territory.

Mr. MCMURTRIE. Yes; at any rate, I think it would be practicable. The population of Great Britain is a little less than the population of the United States. It would mean we would have to have more committees, and, geographically, ours would be larger. I mean to say this, and it is interesting to Mr. Lamkin, to distribute into about 40 subcommittees, with 20 or 30 branches. It is intimately connected with the character of the work, and the population there would come into very first-hand contact with the men.

Mr. TOWNER. Of course, I can very well understand the desirability of it, but I understood you to give your approval to the division

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of the territory of the United States into 14 sections. Would it be your idea that in various towns throughout the United States those local committees should be established and that they should report to the regional director; is that your idea?

Mr. McMURTRIE. Yes, sir; and it ought to be cleared through Washington.

Mr. TOWNER. And then the regional director could report to the board here in Washington.

Mr. McMURTRIE. Yes, sir.

Mr. TOWNER. Another difficulty that suggests itself to my mind, I would like to have you discuss; you spoke about there being in each one of the local towns of Great Britain a representative, who was, I think you would call it, a local secretary or something of that kind, who was the direct representative or officer of the rehabilitation service. Now, are they paid, do you know?

Mr. McMURTRIE. Yes, sir; they are.

Mr. TOWNER. To put a paid secretary in even every county in the United States would be a pretty big and a pretty extensive undertaking, would it not?

Mr. McMURTRIE. I do not know just how the matter would split up into counties. It would seem to me it would go by population, and that a single committee and secretary should serve one locality and the other section around it available by trolley, accessible by trolley. It need not be necessarily very wide. Some counties are rather small and completely rural in population. It might be a committee with seven counties jointly.

Mr. TOWNER. I do not know how it may impress others, but the idea I have of decentralizing the work as far as possible is probably the contact work, the official contact work, at least, would be very desirable upon your method as you suggested, but that has been based, has it not, in large part so that probably, at least, a majority of the soldiers needed rehabilitation or will have been or initially passed upon by some representative of the board.

Mr. McMURTRIE. I think that perhaps initially the thing seems to be equally important from the basis of follow up. I mean, if those men are going to be placed in training for the next two years, the work ought to take place after the man is started in training. I know in experiences we have in dealing with disabled men we do not believe that a case ought to be made to sit around waiting to be assigned to a training camp. In this work we try to help along while he is in that training—that is, on the particular job.

Mr. TOWNER. You have strongly emphasized the fact that the local authorities, especially the regional authorities, have determinative powers without referring it to the central board; so far as the testimony before the committee has been very largely devoted to the administration of the New York office it has seemed to the committee the most of the complaints were based upon the action, without reference to the board in the New York office. Can you throw some further light upon that situation, Mr. McMurtrie?

Mr. McMURTRIE. Yes, sir. From the reports I get which come in, of course, from different parts of the country, I think the same situation could be developed in each one of the offices as far as has been the case with the New York office. For instance, a little study was recently made of the workings of the civil service.

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Mr. BRAND. A point of order. This is the rankest sort of hearsay testimony and necessarily the witness can not base any sort of report upon that to be intelligently discussed in the House of Representatives.

The CHAIRMAN. He stated it was hearsay.

Mr. BRAND. Then what is the use of going into it?

Mr. DALLINGER. He was asked a question and he is entitled to give an answer.

Mr. BRAND. I am objecting to the question and answer both. It is all hearsay testimony when we are making up any recommendations upon it.

The CHAIRMAN. If anyone objects the chair will have to rule out hearsay evidence.

Mr. BRAND. The answer was not responsive to Judge Towner's question. The answer is more advice of his than in answer to any question.

The CHAIRMAN. We understood that it was hearsay and if the gentleman objects I will sustain the point of order.

Mr. BLANTON. On the point of order I make this suggestion: We are more in the nature of a grand jury than anything else in passing upon this matter and in all grand juries even hearsay testimony that leads to direct testimony is sometimes permissable, in other words, a witness migtht give some hearsay testimony leading to important direct evidence and that testimony would open up other inquiry, and such a course might be followed if we are to bring in testimony direct subsequently.

Mr. BRAND. I have made it in the interest of time. If you take it seriously I withdraw the objection.

Mr. TOWNER. Of course, my question did not really call in hearsay testimony.

Let me make this inquiry, Mr. McMurtrie, in so far as the evidence has been developed here, it has seemed to the committee, at least, to myself, that the action of the New York office has been practically determinative without reference to this office here in Washington, and yet the determination and manner and conduct and progress of the New York office has been very grievously complained of. That would seem to be perhaps a slight evidence of your idea in requiring regional control being the better plan and would not be sustained in the interests of the New York office. What can you further suggest in that way?

Mr. MCMURTRIE. I do not know whether this reply will be admissible. If not, tell me. In controlling a great deal of this work we have always inquired locally how things were going on. I am absolutely confident here that the matter of the greatest importance and interest in the work is not that of the other offices—Chicago, Philadelphia, and Boston—which would bring out exactly the same type of cases that have been tried out in the New York office.

I hope you will not for a moment refer this thing to transactions by the New York office of the Federal Vocational Board. That is because most of the information was gathered in that field.

Mr. BRAND. How many names, Mr. Witness, have you volunteered to submit to the committee here to furnish other information along the lines you have developed?

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Mr. McMURTRIE. Seven here and I am going to also suggest the names of certain officials of the Red Cross Home Service.

Mr. BRAND. Can you state briefly upon what lines of information those witnesses will testify? Is it upon the lines you have gone over or something additional?

Mr. McMURTRIE. No, sir. It is more throwing light on their practical dealings with the board, as to how constructive they have been.

Mr. BRAND. Practical dealings with the board here, or in New York?

Mr. McMURTRIE. Both. And in Philadelphia and in other places, and with the central office.

Mr. BRAND. When were you subpœnaed, Mr. Witness?

Mr. McMURTRIE. I believe that Dr. Fess telegraphed me on Friday.

Mr. BRAND. And these witnesses will confine their testimony to the personal dealings with the boys?

Mr. McMURTRIE. Yes, sir.

Mr. BRAND. In Philadelphia and New York?

Mr. McMURTRIE. With the board; yes, sir.

Mr. BRAND. With the board and the boys?

Mr. McMURTRIE. Exactly.

Mr. BRAND. That is all I care to ask.

Mr. SEARS. Mr. McMurtrie, were you ever connected with the Federal board?

Mr. McMURTRIE. No, sir; except in the very insignificant capacity in which I served on the advisory committee on tuberculous cases.

Mr. SEARS. Where were you located?

Mr. McMURTRIE. That was only occasional service on a committee meeting in New York or Washington. I have been located in New York.

Mr. SEARS. You were located in New York?

Mr. McMURTRIE. Yes, sir.

Mr. SEARS. Did you get pay for that service?

Mr. McMURTRIE. No, sir.

Mr. SEARS. You did not?

Mr. McMURTRIE. No, sir.

Mr. SEARS. How long did you serve?

Mr. McMURTRIE. About two years.

Mr. SEARS. And during those two years you were located in New York?

Mr. McMURTRIE. Yes, sir.

Mr. DALLINGER. You received no compensation?

Mr. McMURTRIE. None whatever.

Mr. SEARS. You stated that these district boards should be distributed throughout the country according to population; do you realize that that would practically be impossible in this country; that sparsely settled territories perhaps have more disabled men than cities like New York?

Mr. McMURTRIE. It is my idea that that would simply be the primary idea.

Mr. SEARS. I know. But if you placed them according to population, points like New York City, regardless of the number of injured soldiers, perhaps would have more boards than the rest of the country put together.

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Mr. McMURTRIE. Naturally they would not all be established at the same time, and I think the need as it developed in the field would be the guide to the establishment of additional offices.

Mr. SEARS. I am simply following your statement that it ought to be according to population.

Mr. McMURTRIE. I think I might revise that to say according to the need as it developed.

Mr. SEARS. Now, what is the length of England from north to South, approximately?

Mr. McMURTRIE. Well, I don't know as I am competent to say. I should guess it at about 600 miles.

Mr. SEARS. Six hundred miles. And you suggest that we follow, of course, the same plan that England followed? Of course, you realize that England was in the war a great deal longer than we were, and had a great many more injured soldiers to look after?

Mr. McMURTRIE. Yes, sir.

Mr. SEARS. Had you ever thought of this difficulty, that, for instance, my district is 565 miles long, only lacking about 35 or 40 miles of being as long as England, and if you put local boards throughout that district you have almost in my district as many boards as you would have in England?

Mr. McMURTRIE. If that were determined by the geographical area alone; but my idea is the greater degree of decentralization you get the better. If somebody in your district had to travel 50 miles to some representative of the Federal Board, it would be infinitely better than having to travel 500 miles. That is my only point.

Mr. SEARS. I want to get at the best plan; and you suggested locating a board, as I understand it, in each city, then, perhaps, in each county. Now, for instance, in my district there are 16 counties; you would have 16 boards, and in some of those counties you might have but 2 disabled men, perhaps no disabled men.

Mr. McMURTRIE. I did not mean to suggest that there be a board or representative in each county. I said that one board or office might take care of 1 county or 3 counties or 92 counties.

Mr. SEARS. Well, that is supposed to be the present plan, isn't it, that 1 board takes care of 1 county or 3 counties or 92 counties?

Mr. McMURTRIE. Except that one office takes care of three tremendous States, and, probably—I don't know how many counties there are in those States, but I should guess there are about 600, all of them of considerable size.

Mr. SEARS. Then your proposition, to be more concrete, would be to distribute the boards according to the number of disabled soldiers arriving at that distribution from the list of soldiers and their residences?

Mr. McMURTRIE. Something to that effect, I think, would be found. Of course, the forcible point of my suggestion is the decentralization of authority to the person who deals with the individual soldier. That is the principal point. It is not so much administration as it is permitting somebody to sit down with a man with authority to make a deal with him.

Mr. SEARS. That is true. Now, along that line, suppose—as you understand, we represent the people here, and we have got to put some safeguards around these matters—suppose we should send you

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to New York as the head of it there. We give you authority, absolute authority—that is following certain rules and regulations laid down by the central board—and the central board, in checking up, should find you were paying no attention to their instructions; that while the law said that only a certain class of men should receive so much, that you, through your generosity and sympathy, or whatever cause, were giving twice that amount; do you think that the board in Washington should be criticized for calling your attention to these conditions?

Mr. McMURTRIE. No, sir.

Mr. SEARS. Do you think that report from Washington should be criticized because you had promised a soldier something that perhaps you should not have promised him?

Mr. McMURTRIE. No, sir.

Mr. SEARS. Is it or is it not a fact that—this committee, I assure you, wants to get the facts, because the committee brought out the bill to help these boys—is it or is it not a fact that a great deal of the complaint is because of the beginning of the work? Now, one of the charges, for instance, is that the board is still reorganizing. Of course, we have not gone into that, but isn't it a fact that in the very inception of the board there was a great deal of confusion?

Mr. McMURTRIE. Yes, sir.

Mr. SEARS. And that that is gradually being smoothed out?

Mr. McMURTRIE. And the legislation was, of course, defective in the beginning, but with the remedy of legislation I can see no reason why an individual soldier could not go to the office of the Federal board, sit down with somebody authorized to make a deal with him, and have that deal in effect the next day. I can not see any administrative, official, or other difficulties, in the way of doing that. Now, as a matter of fact, there has been tremendous delay in thousands of cases, even since the amending of the law.

Mr. SEARS. Of course, you understand—now you take the case of Mr. Edwards, a very sympathetic case, and the other gentleman from New York, I don't recall his name, and I am not questioning his physical condition; but do you think that that could be decided in a moment? He looked a perfect specimen of health, and don't you think that perhaps you would have to go into a thorough examination of that case in order to satisfy yourself of his condition?

Mr. McMURTRIE. Yes, sir; but I am also satisfied that a thorough examination of that case could be made within the limit of 48 hours.

Mr. SEARS. That is true; if you had 300 of them, though, how long would it take you?

Mr. McMURTRIE. The point of it is these men do see somebody when they come to the office, and that somebody does not settle the matter. It then drags on and the time is not taken up by working on the case, or has not been during the last six months, taken up by working on the case, but has been taken up by letting the case drag.

Mr. SEARS. Then the fault seems to be the neglect of those to whom authority has been granted in executing these matters?

Mr. McMURTRIE. And the defect of the system under which they work.

Mr. SEARS. Well, do you know that personally? One gentleman from New York testified yesterday that the papers never had left

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the New York office; that he was satisfied that was the case. Now, evidently that subagent of the Vocational Board was entirely responsible for that case, wasn't he? And do you mean to say that all of these delays are caused on account of the red tape—and there is a great deal of it, perhaps?

Mr. McMURTRIE. I should say that most of the delays occurring by the thousands in the individual district offices were, of course, chargeable to the central office.

Mr. SEARS. Of course, that is merely your own opinion?

Mr. McMURTRIE. Yes; certainly.

Mr. SEARS. You don't know that personally?

Mr. McMURTRIE. I have not myself seen these cases all individually.

Mr. SEARS. You did hear a gentleman testify yesterday that that was not the case in one particular case?

Mr. McMURTRIE. I don't know that I heard that particular testimony.

Mr. SEARS. Well, it was the gentleman—I think you were in the room, although I don't know—it was the gentleman handling the books.

Mr. McMURTRIE. Oh, yes.

Mr. SEARS. Did you hear Mr. Edwards testify?

Mr. McMURTRIE. I did not hear all of his testimony because I could not hear it.

Mr. SEARS. That is all I have.

Mr. BLANTON. Mr. McMurtrie, as one member of the committee, I want to commend very highly the valuable suggestions you have given us, and I want to express the hope that every employee of this board will have your suggestions before them and digest them.

You spoke of members of the Red Cross, and possibly employees of the board who might feel embarrassed by giving this committee their knowledge of intimate transactions. I suggest that you can render very valuable assistance to the committee by giving us the names of parties whom you know, who know these facts, giving the statements of what they would testify if we would ask them proper questions, and I take it that our chairman will have these witnesses before us and we will ask the questions. I merely make that suggestion.

You spoke of the system in England—this committee in England having a member of labor on its committee.

Mr. McMURTRIE. Yes, sir.

Mr. BLANTON. Now, in this country if that were followed, there being no organization of unorganized labor, it would be a member of organized labor?

Mr. McMURTRIE. Yes, sir; that usually is the case

Mr. BLANTON. You realize that?

Mr. McMURTRIE. Yes, sir.

Mr. BLANTON Why the ne essity of having a member of organized labor on the committee?

Mr. McMURTRIE. Only because of the pressure that would be exerted.

Mr. BLANTON. That is, it would for e itself on, representing its interest?

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Mr. McMURTRIE. Yes, sir.

Mr. BLANTON. Representing an interest not for the soldiers' benefit, but a private, selfish, class interest?

Mr. McMURTRIE. Of course that is the case in the work at present. I mean the demands of organized labor are met unreservedly by the Federal board, and when the labor unions of any locality indicate that it is not their pleasure that a man shall be trained in a given trade, even though it is greatly to the advantage of the individual to be trained, the Federal board will not give him that training.

Mr. BLANTON. Do you mean—and I know you are highly intelligent, and I know you are well versed and very well informed generally about this work—do you mean to tell this committee that when a Government board is taking up the question of what is best for a soldier, and when organized labor does not want that soldier to enter a certain field, and it tells this board of its wishes, that the board follows organized labor's wishes rather than the good of the soldier?

Mr. McMURTRIE. It is my understanding that that is the case.

Mr. BLANTON. Well, if that is the case, that is the first thing this committee ought to wipe out of existence.

In that connection, since you have mentioned that, I want to ask you a few other questions. Do you know Edward O. Dixon, placement officer in New York?

Mr. McMURTRIE. No, sir.

Mr. BLANTON. He was until a very short time ago—he was employed as placement officer, and he was formerly secretary of the Machinists' District Council of New York. You did not know that?

Mr. McMURTRIE. I did not know that.

Mr. BLANTON. Because you don't know him. Complaint has come to me as an individual member of the committee that, whether with or without knowledge of the board, the board's employee force is being absolutely stacked with members of organized labor. For instance, complaint has been made to me that Arthur Holder, a member of the Federal board, as a representative of labor and an officer of the machinists' union, is packing the official force with union men, and Mr. Bunson, the head placement officer in Washington, is a member of the machinists' union?

Mr. McMURTRIE. That is correct.

Mr. BLANTON. You know that to be correct?

Mr. McMURTRIE. Yes, sir.

Mr. BLANTON. And that Mr. Bunson's assistant, Mr. Taylor, is also a member of the machinists' union? Do you know anything about that?

Mr. McMURTRIE. No, sir. Mr. Holder is, of course, very properly a member of the board, as officially representing organized labor.

Mr. BLANTON. If he was representing labor, the question of labor generally more properly should mean the 30,000,000 men and women who earn their bread in the United States by the sweat of their brow—not merely the 4,000,000 men of organized labor. Is that your idea?

Mr. McMURTRIE. Well, I don't know as I would be qualified to judge that question, Mr. Blanton.

Mr. BLANTON. As an expert on this line, a man who has served without compensation for the good of the country and the good of

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the soldiers, do you think it is wise for this government to let any selfish class interests step in here in front of the progress and welfare of our soldiers?

Mr. McMURTRIE. Of course, I believe in consulting the interests of the man alone and giving him the most lucrative and desirable trade that he can have. Of course, there has always been, as you doubtless know, as to the vocational-education field, some contentions by organized labor that men should not be trained and given chances in certain of the highly skilled trades, and when you train them you incur the displeasure of the union-labor representatives.

Mr. BLANTON. Do you know anything relative to a complain that has come to me that organized labor has been standing in the way of—in an antagonistic way—of soldiers after they are trained—in the placement of them?

Mr. McMURTRIE. I could not say about that. The only thing I know about it is that when we were first thinking of going into this work we had a conference at the institute with representatives of the various labor unions in New York City, the presidents of them, etc., and we were asking particularly, I remember, about some process in the printing trade, one process that we knew, for example, that we could teach very competently within six months, a very highly paid operation, and the president of the typographical union said that they would object to soldiers being trained for that kind of work. We said, of course, we knew that he would object to ordinary people coming into the profession, but in the case of the disabled soldiers would they urge this technical objection in such an instance, and he said most assuredly they would.

Mr. BLANTON. They would?

Mr. McMURTRIE. And so that, I think, is the general policy that has been carried out, perhaps wisely—I mean perhaps it is a practice that they think will be to the best interest of the soldier to bring him in line, so that he is in favor, you see, with the labor-union representatives.

Mr. BLANTON. You know of certain laws passed by Congress giving ex-soldiers the preference right to employment? You know of those laws?

Mr. McMURTRIE. Yes, sir.

Mr. BLANTON. Now, do you know of any action that has been taken by classes that have prevented soldiers from getting their rights of preference? I have had a number of complaints come to me here, right here in Washington, by soldiers themselves, who would bring their separate complaints to me where they would be entitled to a preference right and the Civil Service Commission here would designate them as preference-right man, and yet organizations here in Washington would prevent them from getting what was coming to them under the law?

Mr. McMURTRIE. I have no first-hand information of that.

Mr. BLANTON. I have no further questions.

Mr. DONOVAN. Mr. McMurtrie, were you here yesterday, and listened to the testimony of Mr. Danielson, bursar, and also Mr. Hartog, the bookman?

Mr. McMURTRIE. Yes; I was present.

Mr. DONOVAN. Do you recall Mr. Danielson, who was the bursar of Columbia, insisting that the college relation to the Federal board

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and the Government was one purely of business, and that the payments should be made as in all other cases of students, and that by reason of the delay there was a considerable interest charge lost to the college?

Mr. McMURTRIE. I heard that; yes, sir.

Mr. DONOVAN. Now, I understood you to just tell the gentleman from Texas, Mr. Blanton, that when you were in conference at the institute with representatives of a certain union that, in your opinion and in the opinion of your associates in that conference, certain work could be accomplished in teaching the soldiers within six weeks——

Mr. McMURTRIE (interposing). Six months.

Mr. DONOVAN. Six months—but the typographical union objected because it was contrary to their organization and the rules of their business. That is true, is it not?

Mr. McMURTRIE. Yes, sir.

Mr. DONOVAN. Will you explain to me the difference, in selfish interests or the business judgment, in the application of either of those policies, if you can? If you can not, say so.

Mr. McMURTRIE. Yes, sir; I think I can. I don't want to undertake a brief for the defense of other witnesses, but I know the conditions and I know most of the people at Columbia University.

Columbia University educates men at far below cost. It is constantly making efforts to raise money and gain funds, etc., and it fell for $100 tuition and services, which are worth fully $250, if they were bought and paid for, or more.

Mr. DONOVAN. Let me interrupt you at that point. The testimony of Mr. Danielson was that the tuition of the students being rehabilitated has the same commercial rating as the students that are paid out of private funds, and being familiar with Columbia you also know that Columbia in the last year has increased its price of tuition. Isn't that a fact?

Mr. McMURTRIE. Yes, sir. May I answer further that knowing that $23,000,000 or thereabout was available in the Government Treasury for the payment of tuition, when Columbia was already subsidizing them to the extent of 100 per cent in addition to the payment that was made, doubtless the bursar of the university could see no reason why the payment should not be made by that organization as any other organization. Columbia would have been glad, I think, to give the tuition free if necessary.

Mr. DONOVAN. You don't get the point of my inquiry. That is interesting, but not very illuminating. The point is this: Can you tell me—and the evidence here is that there is not a differentiation made which you now allege—and I want at this time to say that I did not qualify you as an expert, as the gentleman from Texas did, because you have contributed your services gratis. It has been a ruling here that matters of expert knowledge, such as arthritis and things of that sort, would not be gone into unless the man qualified as an expert. The gentleman from Texas qualified you under these terms: "Mr. McMurtrie, as a man who has given his services gratis, and therefore being an expert, I ask you the following questions." And under that classification you proceed.

I want to also ask you in regard to Mr. Hartog. He has sold books to the Government at a profit by an arrangement with Colum-

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bia University for a consideration under which he receives a stipend under a contract with the university. Has his concern shown any greater or as much degree of philanthropy as the labor unions, which are simply asking that the soldiers do the same, related with the organization, as the book concerns here, or Columbia does, in your opinion? In other words, isn't it true, so far as the evidence has been developed here, that all the agencies, with the exception of the Red Cross, the Knights of Columbus, and the Salvation Army and the War Communities Services, that the business standard has been employed pretty generally, and that has been about all that the Typographical Union is asking—not that I am defending it, but in justice to it, because I think there may be prejudice shown unless it is brought out; isnt that pretty generally true?

Mr. McMURTRIE. I think the party with whom they are dealing, though, is different. Now, from what I know——

Mr. DONOVAN (interposing). Well, is it pretty generally true? That was my question. Answer yes or no and then explain.

Mr. McMURTRIE. No.

Mr. DONOVAN. Now explain why.

Mr McMURTRIE. I should say that Mr. Hartog, in dealing with an individual soldier, would be just as helpful as he could be, but in dealing with a wealthy Government department with plenty of funds at its disposal, which has issued orders on him for material, he thinks the bills could be paid in 30 days as well as six months.

Mr. DONOVAN. That is not the point of my question. There is a profit there, and this goes to the benefit of the soldier. If there was a saving by the board, the soldiers might have an increase of maintenance, or they might have through a discretionary way an advantage. I think the board is wrong in dealing with a concern that charges a retail price, but I think our friend, Mr. Hartog, and Columbia College shows the same business relation with the board and with the individual man as do any of these unions. In other words, it comes down to the business standpoint that they want their business protected, still consistent with doing what in their judgment is proper for both the Government and for the soldiers. Isn't that pretty generally so?

Mr. McMURTRIE. That would seem to be only in this analogy: If the labor union would insist that men be not trained for its business, so that it would protect its individual interests, then Mr. Hartog would only be in a correlative position if he came and argued to the board that books must be bought at his bookstore and no other for the soldiers, which I do not take to be his attitude.

Mr. DONOVAN. I don't know as that was developed.

You have stated that in your opinion the chaotic conditions that existed in the New York office generally existed throughout the country?

Mr. McMURTRIE. Yes, sir.

Mr. DONOVAN. You know most about the New York office, do you not?

Mr. McMURTRIE. I hear more cases there.

Mr. DONOVAN. You are in New York, like myself, and you are in touch with the situation there. What would you say as to the functioning of that office in the beginning, say, the first six or eight

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months after the institution or application of the law, as compared to the present condition, under its present management? Is it improved or has it retrograded?

Mr. McMURTRIE. Of course the results are very greatly improved on account of the recent amendment in the law.

Mr. DONOVAN. Irrespective of that, the executive qualities have always been about the same, have they not?

Mr. McMURTRIE. I have seen no difference in the administration of the office particularly.

Mr. DONOVAN. Then assuming—it is fair to assume from that reply that in the beginning the office was not properly administered, and it has not improved?

Mr. McMURTRIE. From my impression I would say that the administration of the office has been about the same grade all the way through, and that the conditions behind it and the rulings of legislation on which they are acting have improved.

Mr. DONOVAN. You have stated as one of your complaints that mostly teachers were employed in the executive positions. Does that apply in the New York office in the D. V. O. capacities since its establishment?

Mr. McMURTRIE. No, sir.

Mr. DONOVAN. Who were the members of the D. V. O. there since its incorporation?

Mr. McMURTRIE. I believe Mr. Griffin, Mr. Farwell, and Mr. Clark have been the succession.

Mr. DONOVAN. Have either or any of those men been professional teachers?

Mr. McMURTRIE. Mr. Farwell's and Mr. Clark's previous experience is not known to me, so I can not say.

Mr. DONOVAN. What about Mr. Griffin?

Mr. McMURTRIE. He is an architect and engineer.

Mr. DONOVAN. The criticism relative to the lack of women in the work—I didn't know whether you addressed that criticism to the fact that they are not in the field work and placement work or whether in the executive or administrative side of the office force. My observation in New York is, of which only I can speak, I saw many women employed there, but, of course, they were in the office, and whether they were field workers or placement workers I do not know. Now, please give the committee the nature of your criticism

Mr. McMURTRIE. My criticism is purely regarding contact work with the soldiers. Of course, the board employs a great many women stenographers, clerks, and bookkeepers, but that is really only incidental work. What I meant was people who deal directly with the soldiers. It was found, for example, in military hospitals that a lot of men in difficulty will tell their difficulties to women reconstruction aids when they would not tell them to the men. I don't know what there is about it, but you will, of course, understand that that is often the case. And in modern social work, where they attempt family regeneration, etc., they have found women are the aptest workers and extremely successful in that field. It would have been my thought that they would be turned to for much of the service in that field.

Mr. DONOVAN. You made a reference to Mr. Holder—and I believe he is one of the vocational board, is he not?

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Mr. McMURTRIE. Yes, sir; one of the members of the board representing labor.

Mr. DONOVAN. Appointed by the President, with the ratification and approval of the Senate?

Mr. McMURTRIE. Yes, sir.

Mr. DONOVAN. It has been agitated—I don't know whether there is a bill before Congress now—to have a representative of the soldiers appointed by the President to this board. That, you do not think, would be subject to attack by any member of this committee, or anyone else, as the fact is that a labor representative and a business representative are on the board, and an agricultural representative? My point is that the attack that is leveled against the fact that now the Federal board is composed of a representative of labor in the person of Mr. Holder; one of business, Mr. Monroe; one of agriculture, Mr. McIntosh, that if a soldier representative, of the Legion, say, was appointed, that would be open to the attack that is now made because labor is now represented on the board?

Mr. McMURTRIE. I should think it would be most highly desirable from every point of view that the soldiers should have representation.

Mr. DONOVAN. For the reason that he would know most about the subject, as the labor representative on the board, the business man, and the agricultural man knows about those functions which deal with those persons, other than the rehabilitation purpose, and were appointed for the vocational end and aim generally; is not that true?

Mr. McMURTRIE. Exactly.

The CHAIRMAN. Mr. McMurtrie, I desire to ask you a few general questions that have been suggested by your testimony. Do you remember how many soldiers are being rehabilitated in Great Britain?

Mr. McMURTRIE. How many?

The CHAIRMAN. Yes.

Mr. McMURTRIE. The figures of disabled soldiers for Great Britain has been stated as 600,000.

The CHAIRMAN. What per cent would that be of the wounded? I am trying to get at whether they are all rehabilitated, or whether certain ones were disabled in a degree.

Mr. McMURTRIE. The 600,000 are supposed to be those whose disability persists. Of course, the number of wounded was very much greater.

The CHAIRMAN. Do you know what per cent that would represent?

Mr. McMURTRIE. I could not give you any valid opinion.

The CHAIRMAN. Can you tell how it is progressing as to graduation from the training? How rapidly they are getting through with the work?

Mr. McMURTRIE. My impression that the average length of course in Great Britain as well as in Canada, is about eight months for a man. I know that to be the average in Canada.

The CHAIRMAN. Have you any suggestions as to how long this work will continue in the United States? That is, where are we now in our process of training?

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Mr. McMURTRIE. I think it has a bearing entirely upon the intensity with which the work is done, and the degree of personal service, and so forth, to the man. It is not my feeling that the greatest service is necessarily rendered to the soldiers by long courses of training. I think doing the correct thing and following it up intensively and thoroughly for a reasonable time is the best course in dealing with an adult, and it would be my feeling that this problem should be completed, this work should be completed, certainly within the next 18 months.

The CHAIRMAN. That is what I wanted to get at.

You were speaking also of the special schools that were inaugurated in Great Britain, and recommended that that should have been done in this country. That matter was gone into pretty thoroughly, and at the time it was thought unnecessary, but that we should use the institutions already existing. Now, have you definite information that that was a mistake?

Mr. McMURTRIE. Only a matter of judgment, Dr. Fess. And only, of course, relating to the more seriously disabled men. The vocational advantages, of course, have been extended to a great many men that in the common-sense point of view are not seriously handicapped, and, of course, they would fit in very well with the vocational facilities of the country, but for seriously disabled men I certainly would contend that the only satisfactory means of training is in some institution where they can be kept under constant personal attention.

The CHAIRMAN. Would that be after they had left the hospital?

Mr. McMURTRIE. Yes, sir; after leaving the hospital.

The CHAIRMAN. What is your judgment on the work done in the hospital by the training board, by the Vocational Board?

Mr. McMURTRIE. Of course, the Vocational Board has had nothing to do with the educational work in the hospitals, in the military hospitals. They have had representatives detailed to the hospitals to meet the men, but the training work that was done in the hospitals was done under the Educational Division of the Surgeon General's Office.

The CHAIRMAN. The law that was enacted permits the board to enter the hospital upon the approval of the military authorities in charge. At the time we were not sure whether that would be workable or not, in order to get at the curative or bedside training. Do you know whether that was satisfactory or not?

Mr. McMURTRIE. No, sir; I do not.

The CHAIRMAN. There are many general charges made against the board that you have read, the charges of Mr. Littledale. Your testimony has been on a general policy of the board. You are not making, as I understand it, any specific charges against the board?

Mr. McMURTRIE. I do not come here as a complaining witness at all, but simply at your suggestion, to offer any help or information that I can give. I am not an active complainant in the case.

The CHAIRMAN. We are very much obliged to you.

Mr. BLANTON. One question further I would like to ask. Most of these complaints, you indicated, affect the service in New York City. You have lived in New York City how long?

Mr. McMURTRIE. All my life.

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Mr. BLANTON. And, of course, you are well acquainted with conditions there. I would like to ask you whether or not there is anything special about the atmosphere in New York City, or the life in New York City, that affects that part of the human anatomy known as the liver, and prevents its proper functioning? [Laughter.]

Mr. DONOVAN. I think objection might be leveled against that question.

Mr. BLANTON. Well, if the gentleman from New York objects, I will not insist.

Mr. DONOVAN. The gentleman from Texas is an expert, but I am not.

Mr. BLANTON. I will not pursue it if the gentleman from New York objects.

Mr. TOWNER. Mr. Chairman, I would like to ask a question.

The CHAIRMAN. The Chair begs the pardon of Mr. Nelson. Mr. Nelson, did you have a question?

Mr. NELSON. Only one or two.

Is your criticism directed against the law or the manner in which it is administered?

Mr. MCMURTRIE. The manner in which it is administered.

Mr. NELSON. Have you a definite and specific charge to make against Mr. Lamkin, or anyone in the employ of the Washington office?

Mr. MCMURTRIE. No, sir; my criticism is purely one as to the judgment on technique, which is, of course, shared by all the members of the central office.

Mr. NELSON. But can you cite any specific case as demonstrating that?

Mr. MCMURTRIE. You say any specific case?

Mr. NELSON. Yes; that you know of personally, first hand?

Mr. MCMURTRIE. Why, I have at home memoranda on a great number of cases; but what I am giving you now is simply a synthetic judgment on the observations as I have made them from time to time.

Mr. NELSON. And you are not prepared to give first-hand evidence?

Mr. MCMURTRIE. I can not from memory give you any number of cases.

Mr. NELSON. Well, could you now cite, or would you make any specific charge against the present Washington management?

Mr. MCMURTRIE. Well, as I say, I do not come in the position of a complainant. I have indicated in my testimony what judgments and what methods I have considered to be unwise, and have indicated means by which I thought they could be improved.

Mr. NELSON. And you do not care at this time to go further into that?

Mr. MCMURTRIE. I do not care to make any charges; no.

Mr. REED. In the spring of 1918 the French officials claimed that they had 1,300,000 of their boys crippled. I was wondering if you knew what percentage of those boys were put under training for rehabilitation?

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Mr. McMURTRIE. I don't think a great percentage were. The work in France was extremely inadequate. The national office for disabled soldiers recently have the figures as 600,000 permanent disability cases for France. During the early part of the war their machinery was hardly under way. All of the early work was done under private auspices, by societies which would start up in this town or the other. When an effort was finally made to coordinate the work nationally, they did not give the national office any real authority over the work; they just made them in order to make certain grants toward expenses. So the answer is that the work in France has been pitifully inadequate for the needs.

Mr. REED. Is that work still being carried on under private auspices over there?

Mr. McMURTRIE. To a considerable extent; yes, sir.

Mr. REED. And much along the same lines that possibly the Elks in this country do; or have they just contributed a fund?

Mr. McMURTRIE. The Elks just give a fund to meet certain pressing needs.

Mr. REED. The reason I asked this question was because I happened to be out at Creon where they were training quite a number of these men. I remember in one class they had 45 men who were studying the prime factor. They had others that were training sheep dogs. They had others that had lost their legs and were learning to be tailors, and so on all along down the line. I was wondering whether that work has been developed along that line since that time.

Mr. McMURTRIE. Well, of course, a great deal of work was done very early by the pioneers, and France was the first country to start any rehabilitation work; but there never has been any real national appropriations for the work to meet its needs.

Mr. REED. Perhaps you could answer this question—of course, we could get this information from the board, but is it the policy of the board, so far as you know, to try and place the boy in his home town after he has learned his trade?

Mr. McMURTRIE. Yes, sir.

Mr. REED. That was the rule in France, I know.

Mr. McMURTRIE. Yes, sir.

Mr. REED. They thought he would receive more sympathetic consideration than he would in some town where he was not known.

Mr. McMURTRIE. I understand that that is the policy.

Mr. REED. Do you approve that policy?

Mr. McMURTRIE. Most certainly.

Mr. BURROUGHS. I am very much interested, Mr. McMurtrie, in your statement, which I am sure all of the members of the committee appreciate very much.

From your experience and training in this work, I would like to get your viewpoint in regard to a suggestion that has been made early in the hearings. It has been suggested that this service could be very greatly improved if there were more coordination of these facilities. For instance, it was suggested specifically that if the Public Health Service, the War Risk Insurance Bureau, and the Vocational Board could be consolidated and made one bureau or one single department of the Government it would greatly improve the service to the soldiers and help materially in carrying out what was the primary pur-

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pose of Congress, namely, to get quick service to the men. I would like to get your viewpoint as an expert along that line.

Mr. McMURTRIE. I would heartily approve of some move which would have that effect. Of course, it is utterly impossible at this late day to consolidate the office forces and records of the Bureau of War Risk Insurance and the Vocational Board, but I do think it might be practicable to set up some authority which would have jurisdiction over the Vocational Board, the War Risk Insurance Bureau, and the Public Health Service, as their activities relate to disabled soldiers; and then that superauthority, as it were, might make a supervisory district or organization, and this district organization would be empowered to act under the several regulations and report their pension findings to the Bureau of War Risk Insurance, divisional claims, their vocational training findings, and action to the Vocational Board, etc.

In other words, I do not think you could possibly consider a merger, administratively, of the different organizations, but I do think you could set up a rehabilitation authority, or a repatriation authority. It may interest you—you probably already know it—but rather recently Canada thought that all the interests of the returning soldiers should be served by one authority, so that you could fix the responsibility, and that one bureau could not say, "Well, we have not acted because the papers are in the other bureau's hands." So they set up the Department of Soldiers Civil Reestablishment, which has a minister in the cabinet, and they have charge of the pensions—the pension bureau was transferred to that department—they have charge of vocational rehabilitation; they have charge of everything that relates to the returned soldiers, and it has been, I think, a very happy arrangement, because one man or one group of men have been able to sit down and make a coordinate plan, and they have not had to say, "Well, we would like to put this through, but we can't, because we can't come to an agreement with this other bureau."

In Australia the same thing has been done. They have a minister of repatriation—an excellent word, by the way, I think—and they attend to all the things in Australia. The same is the case in New Zealand.

Mr. BURROUGHS. I understood you to say, however, in answer to a previous question, that in general you thought that the faults here, if faults there were, were due rather to administration than to law?

Mr. McMURTRIE. Absolutely.

Mr. BURROUGHS. You have made some study of the law as it is now with reference to the way it works out? You are familiar with its terms?

Mr. McMURTRIE. Yes, sir.

Mr. BURROUGHS. And you would have no suggestions to make as to any changes in the law itself?

Mr. McMURTRIE. Only this—and in this I don't know enough about the working of Government machinery to judge—only this: If some of the red tape could be cut on the disbursement of the funds, so that they could be handled locally, there might be necessary some amendment which would issue instructions to the Comptroller of the Currency to enable the thing to be done in a common-sense manner. I would not be qualified, though, to say what needs to be done.

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Mr. BURROUGHS. And in general your suggestion constructively with reference to the administration of this law would be one of decentralization?

Mr. MCMURTRIE. Yes, sir; most distinctly.

The CHAIRMAN. Mr. McMurtrie, you were present at the hearings held when we were securing the facts upon which to build this law. You appeared and testified. It is a matter of record, simply of evidence, that the witness was not only interested, but his information was given with the rest of them when we were seeking the facts upon which to base the law that we are now operating under.

We are very much obliged to you, Mr. McMurtrie.

Mr. SEARS. Just one question before you go.

Mr. MCMURTRIE. Mr. Brunson's name was brought into this matter. I have never met the gentleman. I believe you said you knew him, didn't you?

Mr. MCMURTRIE. I know him personally; yes, sir.

Mr. SEARS. Well, do you think that whether he belongs or does not belong to a labor union would influence him in deciding a soldier's case? Don't you think he would give the soldier justice?

Mr. MCMURTRIE. I should think that in a field such as employment, where there are various considerations antagonistic in nature between organized labor, between the employer, that fitting a soldier in between those two interests, a dispassionate person with no connections, or no past commitments in the field, would naturally be the most judicial and fair-minded director. That would be my only feeling there.

Mr. SEARS. Would you make the charge that he would not act justly?

Mr. MCMURTRIE. No; I would leave that to your judgment.

Mr. SEARS. Well, I have no judgment. You say that you know the man. I have never met him.

Mr. MCMURTRIE. It seems to me that in any dispute between the public and the United States Steel Corporation, the counsel of the United States Steel Corporation would not be the best judge to set up.

Mr. SEARS. I do not know what he belongs to, but as a matter of fact, a great many of these boys, I presume, belong to the union?

Mr. MCMURTRIE. Certainly.

Mr. SEARS. Wouldn't he be interested in bringing those boys back to the point that they could make a living?

Mr. MCMURTRIE. Surely; but it would seem to me, perhaps, that his decision and attitude in any given case might be unconsciously colored by his past affiliations.

Mr. SEARS. Then you are getting back to where you and I first began, that if you leave it to a local man in the field, his judgment might be biased?

Mr. MCMURTRIE. Oh, yes; certainly.

Mr. SEARS. I might be biased and you might be biased.

Mr. MCMURTRIE. Yes, sir.

Mr. SEARS. That is all.

The CHAIRMAN. Mr. McMurtrie, the persons whose names you are going to give to the committee are located near New York?

Mr. MCMURTRIE. Some of them are.

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The CHAIRMAN. Could they be gotten there better than here?

Mr. MCMURTRIE. Yes.

The CHAIRMAN. What I want to know is if a subcommittee should go to New York could they reach them there better than here?

Mr. MCMURTRIE. Yes, sir; they could.

The CHAIRMAN. The committee will stand in recess until 2 o'clock this afternoon.

Mr. TOWNER. Just one moment, Mr. Chairman. I want to make a statement.

A short time ago, during the progress of this examination, Mr. Holder, a member of the board, asked me to make the statement that as a member of the board he desired that notification should be made that any employee of the board might testify without apprehension of any criticism. Whereupon I asked another member of the board, Mr. Munroe, what his opinion regarding the matter was, and he stated that he certainly approved of that statement and desired that it should be made. Then I asked the chief of rehabilitation, Mr. Lamkin, regarding the matter, and he also asked me to make this statement for the record, that any employee of the board was not only allowed but invited to testify before this hearing, perfectly freely, without any fear of any criticism or punishment from the board.

Mr. REED. May I ask one question? I do not want this witness to get away without asking him one or two questions.

The CHAIRMAN. If there are many more we will have to hold him until 2 o'clock.

Mr. REED. I don't want to hold him. I just want to ask you this: You have been in this central or divisional office in New York, have you not?

Mr. MCMURTRIE. Yes, sir.

Mr. REED. And you have seen the boys waiting there to be examined. Now I just want to ask you this question from your experience with the boys, these fellows that are injured, that come in there, they are hardly normal, are they? Their minds are more or less wrought up?

Mr. MCMURTRIE. A great many disabled men are that way.

Mr. REED. Do you think it would eliminate some of the feeling of criticism if there were people there of a sympathetic character who could talk with them sympathetically until such time as their case was reached? Or is that now done?

Mr. MCMURTRIE. I could not say what is being done in the recent past, but naturally this dealing with the man directly when he comes in, and bringing him in touch with somebody in authority to act upon his case is the thing that will give the man most satisfaction.

The CHAIRMAN. The committee will stand in recess until 2 o'clock.

(Whereupon, at 12 o'clock, noon, the committee recessed until 2 o'clock p. m., this day.)

AFTER RECESS.

The committee reassembled at 2 o'clock, p. m., pursuant to the taking of recess.

The CHAIRMAN. The committee will please come to order. Mrs. Jacobs, will you take the stand? Give your full name and address to the stenographer.

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STATEMENT OF MRS. JANET L. JACOBS, NEW YORK CITY.

(The witness was duly sworn by the chairman.)

Mrs. JACOBS. My name is Janet Logan Jacobs, 17 East Eleventh Street, New York City. My husband's name is Charles P. Jacobs.

The CHAIRMAN. Whom do you represent here, Mrs. Jacobs? Yourself or any organization?

Mrs. JACOBS. No; I represent only myself. When I was doing this work, the last part of it, I was with the Red Cross, but at present I am almost entirely by myself.

The CHAIRMAN. You are not with the Red Cross now?

Mrs. JACOBS. In a very slight connection, but nothing that has anything to do with the matter I am bringing forward at the present time.

The CHAIRMAN. Are you devoting all your time now to the soldiers?

Mrs. JACOBS. Yes.

The CHAIRMAN. You may proceed in your own way, unless some member of the committee wants to interrupt you, to give your experience with the rehabilitation work.

Mrs. JACOBS. I think I will start in then by reading this letter that I wrote in October to the American Legion.

The CHAIRMAN. October, 1919?

Mrs. JACOBS. 1919. I had gone to the American Legion in the early part of October for help in the terrible muddle that the Vocational Board of Education had put so many of these wounded men in.

The CHAIRMAN. When you use the phrase "Vocational Board," do you refer to the board here at Washington?

Mrs. JACOBS. No; my only experience with the Federal board has been with the Federal board in New York City and has covered a period of time from sometime about the middle of May until the present moment.

Some time in October, as I say, I went to the National Headquarters of the American Legion in New York City at that time and asked them for help and found there that they also, as you found yesterday, through Mr. Wickersham, were looking into the situation. At the time we came to no special conclusion. Two or three days later they sent a man, a Mr. John Wilbur, down to me to talk over the vocational situation in order to present it at the American Legion National Conference in Minneapolis.

At that time they wanted me to appear there, and I did not want to appear. It was thoroughly a man's part, not mine. Then he asked me if I would not go out there, would I not embody my experiences and views in a letter. Before doing anything on that I again returned to the American Legion and asked them if they wished me to do just this. They did, and asked me if I would make the letter as a letter to the American Legion, rather than to Mr. Wilbur, which I much preferred doing. Mr. Wilbur had been appointed, as I understood from him, by, I think, Col. Derby, and he used the name of Col. Roosevelt—I don't know whether he was on that committee to investigate somewhat the vocational situation and report on it in Minneapolis. So I wrote this letter to the American Legion Weekly that had its headquarters in the same floor with the American national headquarters, the American Legion, in New York City. Also

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this letter contains in the margin the names of the Federal board men that Mr. Littledale quoted from in his articles, without giving the names, knowing that I would give them before you when you called me. I shall give the name of the Federal board man as I quote from him.

The CHAIRMAN. Let me interrupt you. When Mr. Littledale was being examined, there were some names that he declined to give. Are those the names?

Mrs. JACOBS. Those are. I am not sure they are all the names of everyone, but they were the names that he refused to give, that he said the witness that should tell them was Mrs. Janet L. Jacobs, and I am Mrs. Janet L. Jacobs. Does that cover your question?

The CHAIRMAN. That covers my question. He did not decline to give them, but he said that he preferred not to, and said that they would be supplied by a witness that was to appear. So you are to supply them?

Mrs. JACOBS. I am supplying them. [Reading:]

OCTOBER 28, 1919.

Attention of Mr. James:
AMERICAN LEGION,
19 West Forty-fourth Street, New York City.

GENTLEMEN: My work in connection with the Vocational Board for Education has continued for several months and began purely as a side issue arising out of the regular Red Cross canteen service. The first case came through an accidental meeting on top of a bus with a wounded soldier who was apparently so downhearted and in trouble that I immediately inquired the cause. I found that he had applied for vocational training and that several weeks had elapsed in which he had received no answers of any kind, no financial assistance of any kind, and was entirely out of funds.

From that time on I handled many so-called "hard cases" and arranged their affairs with the board in personally conducted visits; that is, I went on each occasion with the boy, once or repeatedly, until he finally obtained what he was clearly entitled to. This varied experience has shown clearly what the faults in the board are, and naturally suggests the remedy. The faults are of two kinds. First, the inadequacy of the law itself providing for vocational training.

There I would like to add that in my mind I have always wished that it was for the rehabilitation of the soldier without even specifying vocational now; letting that be in the majority of cases the thing that would be used, but that the emphasis be laid on the rehabilitation rather than on the fact of it being vocational.

The CHAIRMAN. Will you state at this time why you would omit "vocational" work in the wording of the law?

Mrs. JACOBS. Because in the rehabilitation of a soldier, the vocation plays a necessary and self-evident part in the majority of cases in rehabilitation. In the working out of this law on occasions when men needed only, for instance, a training in English, the writing and speaking and use of English, in order to put them in a position where they could on their own responsibility receive a job and help—the wounded men—they were refused. In the early days of this training, and up to within the last—certainly since January 1, men have complained to me that English alone was denied them because that was education and not vocation; where in the case of one man—and I don't know his name—may I tell you of the case even though I don't know the man's name?

The CHAIRMAN. If there is no objection on the part of the committee.

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Mrs. JACOBS. In the case of one man, a mill owner had offered this man a job in his binding room if the board would give him a course in English, as he was a foreign-born citizen, and make him capable of understanding reading and writing English. The rest of the training the mill owner preferred giving this man himself. He was denied the purely English course, and had to take up a course in the dyeing trade, where he could get only night-school English twice a week.

The CHAIRMAN. Is it your understanding that under vocational training the course in English would not be permitted, because it was educational and not vocational?

Mr. JACOBS. That was distinctly the understanding at different times and with different men. [Reading:]

Second, the administration of the law as evinced by the New York City board. The most glaring fault is the attitude of more than half of the examiners and advisers toward the boys themselves. They are plainly repelled and made to feel that they are practically charity patients, and that anything that is done for them is in the nature of condescension. They are made to wait for hours and hours, and often for several days in succession, sitting in chairs before they even receive a first hearing. After their cases are taken up and they are frequently obliged to wait days or weeks before any action is taken so far as resulting good to them personally is concerned. The following examples in quotation marks are substantially correct; that is, they are as nearly as memory will serve the exact words used in my hearing by various examiners and advisers, viz:

I said, "But you don't understand the psychology of the soldier."
Answer. "No; thank God; and I hope we never shall."

The name of that man was Mr. Whitney.

The CHAIRMAN. Was that said to you?

Mrs. JACOBS. It was said to me. This is also the remark of an adviser:

Think what the rehabilitation of the soldier would have been under Army control—militarism, fatal to this country.

That was also Mr. Whitney.

The CHAIRMAN. Who is Mr. Whitney?

Mrs. JACOBS. An adviser in the New York Federal board. I have no idea whatsoever whether he is there at present or not. He was present when he spoke to me.

The CHAIRMAN. Do you know his first name?

Mrs. JACOBS. No; I simply took his name from the name written on the side of his desk. [Reading:]

Advisers say, "Why should we do more for the returned soldier than the man on the street? You don't support him. Why should you do more for the man who has lost a leg in battle than for the one who lost a leg in a factory?"

That was Mr. Ward. He is not there at present. My answer to that was because he was hired by the Government to attend to the soldier. [Reading:]

Again the attitude is against education. They do not believe in allowing a man to better himself in a way to rise above the mass. They believe only in the masses and mostly only in hand labor.

They refuse, whenever possible, to raise a man or let him better himself through ambition. They are nearly all ardent pacifists and wish no good to come to a man who has fought.

The CHAIRMAN. Are those words used?

Mrs. JACOBS. Those are my words.

The CHAIRMAN. Whom do you mean when you say "they"?

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Mrs. JACOBS. The New York Federal board advisers. [Reading:]

They keep the men waiting days, weeks, months. Hours and hours are spent by the applicants for vocational training in a little walled-off outer space. There is no welcome and but scant courtesy. If, on seeing the adviser, they complain of a wait for the treatment, their cases are often marked simply "unworthy," and the man is dropped for that reason. Their spirits are often nearly crushed by the long, long wait, and they are blamed for this. One adviser said to me:

"I've come to realize that no real red-blooded man, no man with any 'pep' or fight in him, no matter how badly wounded, would ever come in here asking for charity. You ought to see them; they are a poor-spirited lot, any way. I've got no sympathy for them."

That was Mr. Wertz.

The CHAIRMAN. Was he an official?

Mrs. JACOBS. He was.

Mr. BURROUGHS. How long ago was that?

Mrs. JACOBS. In August. [Reading:]

An adviser admited that they had made some mistakes, but he said:

"We are probably too late now to help many of the wounded soldiers, but that makes very little difference, any way; seeing what we have learned here of vocational needs will be of great benefit to the coming generation."

That, again, is Mr. Wertz. [Reading:]

An advisor said: "It is the crime of the century the way some men try to get an education out of the Government. Sometimes a man who has only lost a thumb or a couple of fingers of a hand will try to get the Government to educate him through the board."

That is Mr. Whitney again.

Mr. ROBSION. What was that name?

Mrs. JACOBS. Mr. Whitney. [Reading:]

The medical situation is very bad. If a man asks for medical cure, he is sent to the War Risk. They send him from doctor to clinic and from clinic to hospital. He is often too poor to buy himself food that in any way nourishes him. He then becomes too sick to receive vocational training, and, therefore, is no responsibility of the Federal board. They cross his name off the active list, and, as far as the board goes, his case is finished. If you ask them about such a case, the answer is likely to be, "We are not here to do a charity business."

That was Mr. Clarke.

I should like you to compare, if I may stop there, the word "charity" in its use there with the word "charity" as it was used in a paragraph back here. He says—this man says to me—"I have come to realize that no real, red-blooded man with any pep or fight in him, no matter how badly wounded, would ever come in here asking for charity."

There the word "charity" was used in a way that certainly a good many of the wounded men themselves would consider an insult. They were blamed for coming in there for charity; the actions of the board were put on the plane of charity in speaking of it.

The CHAIRMAN. Does that represent a statement of one of the board or of one of the applicants—that "no red-blooded man would come in there"?

Mrs. JACOBS. It was made by a member of the board to me personally. Here in this case I was asking Mr. Clarke for leniency in the case of a man who was sick—to keep his case on so that he need

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not be in a position of want; to let him get well; to let him come back; to give him an extra chance and an extra sick leave that he might get back and study—and Mr. Clarke then spoke of the business of the Vocational Board as having nothing to do with charity. When it militated against the man it was called charity, and also when it militated against the man it was denied as a charity. [Reading:]

They seldom even know what medical care has been given by the War Risk Bureau.

Often an advisor will explain to the wounded man the terrible expense the country is put to in rehabilitating soldiers, and thereby discourage the true-blue American. One time I met a big soldier on crutches, with one leg, leaving the board. I asked him if he had got what he wanted. "No, ma'm," he said, "I went for to fight for my cou try, not to bankrupt it. If the country is so hard up as that, I ain't going to have it spend it on a half man like me."

Sometimes the fighting blood of a man is aroused. Another day I met a big marine, again on crutches, again with one leg gone. I asked him if he had what he wanted. "No, ma'm," he said, "not yet, but I expect to. Fighting Jerry was hard, but it wasn't nothing to this battle of Fifth Avenue." He had a wife and he had to fight.

By the way, the nickname of the Vocational Board at 469 Fifth Avenue was "The battle of Fifth Avenue." If a man was on his way to the Vocational Board his buddy would say to him, "Going to war?" [Reading:]

I have seen a man come through the gate from the line of chairs, when his patience had come to the breaking point, and come up to the advisor at his desk and say, "Please, sir, won't you speak to me?" "You go sit down on your chair," the advisor said. The man was in pain, I could see from his face. "But, sir," he said in desperation, "I will speak to you." "You will sit in that chair till I finish this dictating," the advisor answered him.

The CHAIRMAN. Is this your own observation?

Mrs. JACOBS. I was sitting at the other side of the desk from the vocational advisor, who was Mr. Whinery. I was in there on the case of Mr. Edwards at that time.

The CHAIRMAN. What was that first name?

Mrs. JACOBS. Whinery. There was no first name. It was Mr. Whinery. I was sitting on one side of the desk waiting to state to Mr. Whinery—and, by the way, I never went out of my place to go in front of a wounded man to speak to any advisor at any time, unless it was for the good of some man, unless I had to push myself through. Otherwise I ranked with the wounded men as they went in there and took my place behind them.

The CHAIRMAN. How were you treated by the board when you would go?

Mrs. JACOBS. Variously. I will tell you later if you would like it.

Mr. BURROUGHS. When was this last occurrence?

Mrs. JACOBS. This occurrence at the desk?

Mr. BURROUGHS. Yes.

Mrs. JACOBS. Probably in October, because it was the case of Mr. Edwards that I was asking about, and I was sitting on one side of the desk waiting for this man to get through what he was doing, and this soldier came up beside me and spoke to the advisor, and I had to sit there with my hands held in my lap and watch the man growl out of the side of his mouth to a man that was in evident pain, and not move, because I had my duty to the other man whose case I was trying to get through. My only hope of getting that case through

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was keeping on the good side of this man, who was growling at the soldier. The soldier turned to me with tears in his eyes. I lost sight of him for a moment. I could not control myself entirely, but I never moved; I never defended him. I never spoke to him. I could not even reach out my hand in any way to help him without being untrue to the case that I was bringing into that office.

The CHAIRMAN. Well, was that a mere suspicion on your part?

Mrs. JACOBS. It was a very direct knowledge. I had been in and out of that place then for months. I knew the way, and the only way, very often, that I could get men through.

"One time"—I would like you to watch this; the other gentleman is not here—you spoke yesterday of the need of peculiar training for the vocational advisers—that that was a necessary part for the men who are supposed to be advisers in the Federal board. This is my experience with one. You see, I was also working in the Red Cross in a service booth in the Grand Central Station.

One time a man came to borrow money from the Red Cross. His security was that he was to get a job as adviser in the vocational board. I asked him if he had had training in that work. He said, "No, but I have a brother-in-law on the board. I am second on the list and go in just as soon as an opening comes." His previous work was in a printing office.

His name was Mr. Taylor. His brother-in-law was Mr. Schindler. [Reading:]

A Connecticut boy, wounded, wrote and wrote to the New York board and received letters but no action in his case.

In this case the boy's name is on file, but I haven't got it here. [Reading:]

He appealed to Gov. Holcomb, of Connecticut. Gov. Holcomb paid his expenses to Washington, D. C., and gave him a letter to Mr. Prosser. As a result, the boy and 86 others in Connecticut got immediate vocational training, the boy himself being given a private tutor and later sent to college.

In connection with that, I should like to ask you gentlemen in the course of your investigation if you would try to find out how many of the cases now in training under the New York board have been put through by outside help—some one in the Red Cross, some one on their own hook, some one in some outside interest, some one in the Legion, sending in a telephone call, sending in a letter, meeting a man and asking him personally to do this for him, and how many of the men went through purely on their own standing, their own rating as soldiers.

The CHAIRMAN. You mean by that not financial assistance, but personal assistance?

Mrs. JACOBS. Yes.

The CHAIRMAN. Influence?

Mrs. JACOBS. Yes; not speaking financially at all.

The CHAIRMAN. How would it be possible for us to get that information?

Mrs. JACOBS. I think only through the folders. If you ask for 1,000 folders, and have a committee that would go through them and see how many out of that 1,000 that they will give you, simply taking a slice right out, without preparing the thousand ahead of time, and let you see how many times there is a hint from the outside to put this case through, and how many times, when a man

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hasn't any outside assistance, he has been turned down, I think you will find there are very few of the 80,000 that are still waiting to go in that have any backing or any personal influence in any way.

That is the end of the quotation. This is my letter. [Reading:]

These substantially correct quotations speak for themselves and no comment is necessary. The names of the speakers are known to the writer in each case and will be provided if it seems advisable.

The fundamental imperfections in the law seem to be the following: Eighty dollars a month is an insufficient provision for the man's living expenses, certainly in New York City. Boys who are undergoing vocational reeducation should not be forced to live at the minimum expense that will sustain life. That is practically on a pauper's budget in New York. They should live cleanly, should be well nourished, well clothed, and in good moral atmosphere if the benefits they are hoping to obtain can possibly be attained. My investigation shows that a minimum allowance of $3.50 a day should be made. Second, the payments should be made in advance and not at the end of a month or at the end of two weeks. If a boy is paid at the end of a month it is perfectly clear that he has to borrow from some source or other that month until he receives his allowance. If he borrows and repays he is immediately without funds and has to borrow again, which, of course, would be a continuous process, and he would never get out of debt.

And many of them are in that situation. As soon as they get any money they are asked to pay the previous debt. They do everything in their power to keep straight and absolutely square, so they repay; they are again out of funds and again have to borrow in a few days. I have seen that go on over and over and over.

The CHAIRMAN. Right on that point, if it will not interrupt you, Mrs. Jacobs, the matter of subsistence for the boys in New York has been before our committee and has been recommended favorably by the Committee on Education. There has been some objection that has come after the committee had recommended it, from personal information where members have sons in schools at different places, where it is not costing as much as this is costing in New York. That has held up a favorable reply from another committee on this particular relief which you have in mind.

Mrs. JACOBS. That is particularly too bad, because New York, through Columbia, is offering, as far as I can find out, the most splendid opportunity in rehabilitation that I have found. They are giving the man not only the education, but we fit him to reenter life, but they are giving him the spirit and the outlook and the health and the expectation of success that is changing often a man, a man who comes up there pretty wobbly, pretty sick, more or less, into a splendid, independent man who has forgotten whether he has got one or two legs or an arm or a heart that is going queer. He is thinking of what he can make for himself; he is surrounded by encouragement in the college, and I suppose the same thing is true of some of the other New York schools, and it is too bad that subsistence makes it a very hard trial for a man to take advantage of this particularly fine opportunity for rehabilitation.

The CHAIRMAN. A law can not be made applicable merely to one section of the country. We would have to make a general law.

Mrs. JACOBS. Yes, sir.

The CHAIRMAN. I understood yesterday we had 159 students in Columbia.

Mrs. JACOBS. Yes.

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The CHAIRMAN. I omitted to ask what stage their training was, haw far they had gone along, and how long it would be yet before they would get out.

Mrs. JACOBS. Well, that is all along the line. Some get through in June; some, I very much hope, will have another year ahead of them after June, and as far as I know—I am not sure of this, but I think there is one of the men whom I know who left for war at the expiration of his freshman year, and I think he hopes to have the full completion of his college course there at Columbia—though, of course, the way the thing is worked out the man is never sure that he will have an opportunity for studying a further year.

The CHAIRMAN. Before you leave this, while this is not along the line of the examination, yet it touches a thing that every member of the committee is interested in, because we have acted on it before—the objection has been lodged from certain quarters of Congress that the work is so nearly completed that it might not be advisable to pass this law at this stage. What would be your answer to that?

Mrs. JACOBS. I would hardly consider the work completed when there are 80,000 in one district still to take training, and only 24,000 who are under training, and many, many of those who had been in training less than three months.

The CHAIRMAN. You may proceed with your statement.

Mrs. JACOBS (reading):

Elementary training should be given, in my mind, to any discharged soldier who asked for it, whether he is wounded severely or not. I had known cases where boys have applied to the Vocational Board for the privilege of studying English and have been flatly refused.

Remember, in a remark like that I am bringing it at the request of the American Legion, from my ideas and my outlook on the subject, because I was working there. This was not written to present to you gentlemen primarily. [Continuing reading:]

One particular case is a boy who fought clear through the war, speaks no English at all, except the patois that he picked up in the Army, and earnestly desired to be educated. It seems to me a terrible thing that a boy who volunteered or who was drafted for the war, and acquired in his Army life a desire for American life and American education, should be refused on any grounds at all.

I imagine I was thinking of that boy in the mill then. [Continuing reading]:

In regard to causes of major disability, the boys should be allowed liberty of choice for vocational reeducation. It seems to me un-American that any board could decide entirely what a man's future should be or for what industry or profession he should be trained.

You heard what some of the men thought themselves yesterday. [Continuing reading:]

In regard to the personnel, not only in New York but among the direct superiors——

The CHAIRMAN (interposing). Mrs. Jacobs, referring to that matter that you mentioned a moment ago, and what the boys said yesterday, do you think it is safe as a principle to leave the choice of work to the boy himself, or should it be left to the board?

Mrs. JACOBS. I have found that the men themselves are very clear-headed in their choices. Very often their choices seemed to be am-

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bitious, and with me I don't advise men; I advise with them. Their choice, what they want, if they know they want it, that in my unofficial capacity as their friend and if they honestly want it, I try to get it for them. And time and time again I have seen a man do, and do adequately and well, exactly what he wanted to do, though I did not dream, certainly, that he could do it adequately in as short a time as that.

The CHAIRMAN. Would that be a safe rule, you think, to follow, Mrs. Jacobs?

Mrs. JACOBS. I think it would be safer than leaving the choice of education to such men as I read you of further back in the letter whose training for the Vocational Board happened to be that his brother-in-law was on it, and I think you will find that many of the men down there are not qualified.

The CHAIRMAN. Have you any acquaintance with the elective system in college work, to the extent that you know whether the faculty allows the one electing a course to be the judge, or is it subject to the approval of the faculty.

Mrs. JACOBS. In Columbia certainly, and in the part of Columbia where these men study it is practically entirely the choice of the students, if they can satisfy the superiors in that particular course. Most of the men there take up the extension courses. Some possibly will take up regular courses for a last year. And as far as I know of college work, I believe thoroughly in the elective system, and with these men particularly—these men are not children; they are not even the college boy age; they are not men without experience; they have had the experience of war; they went over there and they did that job remarkably well, and they know they did it well, better than you or I know it; they are thoroughly satisfied of their own ability to do a thing and do it thoroughly and all the way through. They are not afraid of life; they are not discouraged with life, they are perfectly confident in their own minds that if they get the kind of a deal that they expect or would give to another man, that they can carry on life very well indeed. And I find that their judgment of themselves is better than a judgment about them of anyone I have ever met.

The CHAIRMAN. The draft age reached the minimum of 21, while college entrance is below that. So you think that these boys were better equipped to make an election of a course of work even than a college boy?

Mrs. JACOBS. Yes; and also that they are men of experience. You can't go through the war to the extent of meeting war conditions, meeting actual fighting, and being wounded, having a long hospital experience, without acquiring a considerable experience as a man.

The CHAIRMAN. Don't you believe though, Mrs. Jacobs, that the condition of uncertainty and especially of great distress of mind that must have obtained with many of the boys, would rather unsettle them for a clear-cut choice of what they ought to do?

Mrs. JACOBS. Not if this thing was brought to them in a way they could trust. I find that their minds are much more unsettled by the attitude of the board, by its confusion, by its lack of comprehension, than they were by their battle experiences, their wounds, or their recovery in a hospital.

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The CHAIRMAN. You make that pretty strong. You may proceed with your statement.

Mrs. JACOBS (reading):

In regard to the personnel, not only in New York but among the direct superiors of the New York City board, there is distinct apathy for the soldier. The impression is clearly given, however, in conversation with many of the advisers, that it is is a source of personal sorrow to them that this work should have been undertaken on behalf of the soldiers, and emphasis is constantly laid on the fact "that they are no better than anyone else, and on account of their serious disabilities are entitled to no consideration which should not be extended to civilians who may possibly be injured in the ordinary course of industry." This is so pronounced that even in the publication known as The Vocational Summary paragraphs appeared on page after page emphasizing the greater proportion of civilians injured and disabled and minimizing the injuries caused by the war. The conclusion naturally follows that the administration of vocational reeducation for soldiers is not in the proper hands.

That is not because even the soldiers themselves do not feel that the civilian has every right to all the care that can be given to him while he is sick, but because these men who quote that to you were hired to take care of the soldiers, and just as I told one man, when he not only said this, but said he wished I would visit the orphan asylums before I came to take up war work—I told him that if I was hiring a matron for an orphan asylum I would not pick out one who had her mind thoroughly concentrated on soldiers, nor if I picked out an adviser, would I take an adviser for the rehabilitation of soldiers who spent most of his time thinking of the injuries to civilians or of orphan asylums. I think every care should be given to a civilian, and I know that the men do, but it should be given by the men who are hired for that purpose. [Continuing reading:]

I am attaching separately a history of the case of Dan R. Edwards—

I am not attaching that, because he has given it to you himself.

which very thoroughly illustrates many of the matters which I have referred to generally. It is a shocking example of the treatment of a severely wounded soldier, and shows what can happen to a boy and, unfortunately, does happen many times too often.

The CHAIRMAN. That is the letter that was handed to Mr. Wilbur that was used at the convention of the Legion?

Mrs. JACOBS. Yes; also I gave that letter—I would like this to go into the record—about November 1, having a moment of hopefulness for the board in New York and hoping that they honestly meant to give care, as we have tried over and over again to believe, I took this letter over and handed it to Mr. Farwell while Mr. Clark was standing beside him. I told him it was a letter of criticism and that I should be very glad at any time to give any fuller explanation of my reasons for writing it, or to give him the names, and he evidently did not consider that it was a thing that he was interested in.

The CHAIRMAN. May I ask you, Mrs. Jacobs, whether, in your judgment, Mr. Wilbur would be a good witness to subpœna here?

Mrs. JACOBS. I don't think he knows very much about it. I do not know. I always had the feeling that he was more or less doing what he was asked to do, which he frankly said. He was working for somebody else. I didn't know how much he knows. I would not put, personally, a great deal of trust in his judgment.

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There is one thing I want to have you gentlemen know. You seemed in your questioning to feel that after the change in the head of the New York office conditions were very much better. We have not found them so, those that have been working there. For instance about the 1st of July all through the office there was the word sent out unofficially, "Wait for the August ruling. Hold back your case for the August rulings." And we held the men back and the men held themselves, and they waited for these August rulings that were going to give them much better chances and to do away with confusion. And day after day we went back there to see if they had something, and finally one day I went into that pen where the boys sit in their chairs. Usually they were sitting utterly dejected, but they had all heard that the rulings were coming through and heard that they had come, and were just sitting there with their eyes alight with expectation and waiting. I went through and asked if they had come, and they said they had; and I said, "May I see them?" And a man, one of the advisers, a man that I did trust, asked me to come in there, and I sat down beside him, and over his shoulder I read those new rulings. I read a few pages, and I could not go on. I looked up at him. He was sitting beside me and his head was down like that [illustrating]. Finally he looked up at me and he said:

I haven't hardly the courage to go on. They are out there, 40 or 50, perhaps 200 men, and I don't know; and nine out of every ten of those men have to be sent out of this office and told never to return. We told them we would take care of them all, and we are turning them down, man after man, that we though that we could care for, and under these new rulings we can't touch them.

The CHAIRMAN. What date were those new rulings?

Mrs. JACOBS. Some time around the 1st of August.

The CHAIRMAN. How would you identify the rulings to which you refer?

Mrs. JACOBS. I should think you could very easily get a copy by asking for it, but I don't know how much it would convey to you. That is the only trouble in my mind. I want you to get it and I want you to read it, but I don't know as you can see the place after place where it is going to cut men off from their training, unless you would work through this board with these men—had tackled and known what each word meant in the way I have had the opportunity. But I think it would be an interesting thing if you would call for the rulings as they came in on the 1st of August, and call for each successive change that went in. I have a copy of those rulings as they came through on the 1st of August, but I have no record of the changes since then. I think you will be interested in them.

The CHAIRMAN. Could you submit your copy as a part of the record?

Mrs. JACOBS. I would much rather you would get it from the Vocational Board. I see no reason at all why they should not give this committee a full copy of each successive change and the date of it, and perhaps they could give you an idea of what it meant.

The CHAIRMAN. You having described the effect of the order, it would be much more important to the committee if we had the very order that you had in your possession.

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Mrs. JACOBS. Yes; I will very gladly hand it over to you.

The CHAIRMAN. We would be very glad to have that.

Mrs. JACOBS. It will take we a few days to get it.

Mr. ROBSION. I thought perhaps Mr. Littledale would have a copy of that order and might let it go in.

Mrs. JACOBS. He hasn't the copy that I got.

Mr. ROBSION. I mean the copy that you referred to.

Mrs. JACOBS. No; because the copy that I have is in my own home in New York. I did not even consider it as a part of the evidence here, but I realize it might be, and if you wish it I can furnish it.

The CHAIRMAN. It was some time in August, you say?

Mrs. JACOBS. The first part of August. And in Mr. Griffin's time the office was confused. You sort of wandered around and hoped you found the right person. There was a strange, little rubber-stamp way of answering. For instance, if a man would come up and sit down, the first question would be, perhaps—or over and over again—"Now, do you think this is fair to the other man?" If you know enough to say "Certainly," then "All right; now we will get after the case." If they could be gotten into a discussion of whether their request was being hurtful to the other men, that discussion was started and carried out more or less—and a soldier is very careful in all of his actions to be absolutely square to his "buddies." If you ask that man, "Do you think this is being square to your buddies?" they might have put it in that way; they didn't; they don't believe in soldier language. That is the exact translation in soldier language of what that man said, and if you said "certainly," why, off it goes. That was the attitude.

There was a pacifistic attitude that I speak of in the letter, but the direct hammering discourtesy that you met came after Mr. Griffin left. It was then that the men decided that the mule-driver's language was the best understood, and I sometimes wish that I had learned it. But I probably would not have been helpful, and then it was that battering idea—and it took a man with an ability to batter to turn down the men who had been hoping for months and were turned away by the new rules, when we had been told that the minute they got free from the War Risk that so much could be done for them, and when they got free from the War Risk they just used it to hammer them out of that place, man after man, man after man.

The CHAIRMAN. Well, Mrs. Jacobs, before that the hammering would have to be done by the War Risk Bureau.

Mrs. JACOBS. No.

The CHAIRMAN. That is, the decision as to the compensability was always with the War Risk Insurance Bureau up to July 11.

Mrs. JACOBS. Yes; and the men did not have to have more than 10 per cent.

The CHAIRMAN. Then after that the board had to make the decisions that before they did not make?

Mrs. JACOBS. Yes; but you see then if a man had 10 per cent disability he was allowed to take vocational training. Ten per cent disability is pretty easy to determine. After that you didn't know whether—the only man that was sure that he could, if he hammered hard enough and wanted to keep at it and was absolutely sure he could get an education, was the man with a major amputation. If

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you had a major amputation written down in the rules, you were to get as much as possible, if you were not unworthy, and you were well enough, and if you were not a mental case, and a few other things.

The CHAIRMAN. What I was referring to was the lack of complaint in the earlier part of the administration, and the increase of it after a certain time would inevitably follow the change of the rule where the Federal board would have to make the decision, where before the War Risk Insurance Board made it.

Mrs. JACOBS. You mean complaints would go to the War Risk before?

The CHAIRMAN. Yes.

Mrs. JACOBS. Yes; I see what you mean. That is possible.

The CHAIRMAN. That may explain why they regard it as a greater lack of courtesy.

Mrs. JACOBS. No; they led the men to think that themselves. And I think the best men in the place, except the very courageous ones, left at the time Mr. Griffin left, because after that it was just hammer. You take Mr. Clark, the man who is now at the head, in the case of Dan Edwards, you see he has told you his story. I was right there with him as we went through that time after time, when they tried to kick him out—and that is not my translation; that is their translation of what they expected to do. They said to me, "Dan Edwards is going to be kicked out." I had lost Dan during the summer—had lost his address—and I met him in there the 1st of September. He was sick. He had a very high temperature and he was quite sick, and when I met him he was trying to hang on and they were telling him that they were through and he had got to be kicked out, and I went over and said, "This boy is going to stay." And pretty soon they said, "All right, go get his check." I said, "All right," and I went back and I found the man and I says, "He is going to stay." He said, "All right; we will give him his check," and they hunted for it and then said, "It is down at the school; we will send for it and get it." I said, "No; give me an order and we will go down and get it." So we went down and got it.

By that time I had had quite an illuminating talk with Mr. Hawkins, who had been trying to stick him in the summer, and he said the man stood up until he fainted in his place as he told you, and that he had told the man, just as you have heard, that he had to get out of the school until he was better, and he had tried over and over and over again to go back, and he said, "That man has got grip. Why can't he be taken care of?" And it happened that the First Division came home at that time. Mr. Edwards is part of the First Division. They had realized even at the Vocational that the man had to have a few days more perhaps of encouragement, to come back, and we went to the First Division headquarters and I saw the welcome that his Army officers gave him, this man that they had said was going to be kicked out, and he told me, he said, "The doctors won't pay any attention." I said, "Perhaps they will," and he went up before we left this place, he went up to a doctor and he said, "Couldn't you give me some help?" And the doctor said, "Get out. I know you," and he said to me, "Did you hear that? I told you so." And that same afternoon after we had collected his check, we went over to the Hotel Biltmore

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and as Mr. Edwards went in that door I never saw a more beautiful welcome. The officers that knew him came forward just with their hands out, they were so glad they had found him again.

They knew of what he had done and what he deserved and came up to me—they came up first to him and they said, "Dan," or "Pex," as they called him, "Did you get what you wanted?" "Sure," he said, "I am getting what I want. I am all right. I can take care of myself." He never complained to them, principally because he is a Regular. And a major came up to me and said, "Isn't there something that we can do? Isn't he getting what he wants?" Remember, I had been among those boys and I had seen rather strange things and I told that major in a rather unladylike manner, I said, "He has had one of the rottenest deals in a long series of very rotten deals that I have seen handed out by the Vocational Board," and he said, "What can we do?" I said, "I don't know. I know you are doing him a great deal of good right at this moment." And he said, "I wonder if he would like to go back to his old buddies for a week?" I said, "Ask him." So he gave him—I don't know what they call it—a chip or a chit or something or other and gave him the right to join his own company and stay with his buddies two weeks while they were preparing for the parade in New York and preparing for the parade down here in Washington. And he was away for about 10 days. During that time they had said at the Vocational—I went back a day or two after he left and saw them and they said, "It is all perfectly all right. We are perfectly willing to keep him on. He will probably be better. We will keep him on and give him another month, at least, to come back in."

So I went on with my regular work, and one afternoon I was walking down the street, and I passed one of the men in the Vocational office, and they said, "Oh, by the way, Dan Edwards is kicked out." I said, "Is he?" So I went in, and I went up to one man and I said, "I want Dan Edwards's folder." He got it for me, and I told him what was up.

The CHAIRMAN. Which man was this? Do you remember?

Mrs. JACOBS. Let me see, I am not quite sure, but I think it was Mr. Collier, but I am not sure. I asked for the folder, and I got it, and then I told him the case. I opened it and said, "Is Dan Edwards kicked out?" And he said, "I don't want to answer you that. I will take you in here to this room," and they took me in to Mr. Clark, and Mr. Clark looked over the case, and he read the dates, and I showed him all the incriminating evidence of the man having been sick a large part of the summer and having to be away from his work a great deal, and the dates, and then he came to the disabilities, and when he read the disabilities he threw this thing down on the desk and said:

> Nonsense, nonsense. Nothing will ever happen to a boy like that. We will keep him indefinitely. I will give you my word of honor that we will never turn that man out of this place until he wants to leave.

The CHAIRMAN. Was that Mr. Clark?

Mrs. JACOBS. Yes; he was assistant D. V. O. And I took his word. It was the first time I had met him. I said, "Thank you," and went back and thanked the man. I said, "You can't realize what a

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great relief it is to me to feel that Dan Edwards's case is safe." I went back and thanked the man who had taken me in to Dr. Clark, and I went home. The next day Dan came home, and I said, "Go up and get your check, it is all right." And the day after that—it was Monday that I spoke to Mr. Clark, and Wednesday that Dan went up there to get his check. Along in the late part of the afternoon the message came over the telephone, and it was Dan, and he said, "I am kicked out."

The CHAIRMAN. The same day?

Mrs. JACOBS. No; it was Monday Mr. Clark had promised, and on Wednesday Dan telephoned me.

The CHAIRMAN. The same week?

Mrs. JACOBS. He said, "I am kicked out." I said, "Dan, that can't be." "Yes," he says, "it is. I am kicked out." I said, "Well, the first thing you do is to come down here to dinner." My husband also stepped to the telephone and said, "Come down to dinner." I think it was the first time, one of the first times Dan had been there. Then I went to the telephone, and I called up Mr. Clark, and I got him and I said, "I have had a telephone message from Dan Edwards, telling me that he is kicked out. Is that so?" "Well," he says, "of course, I didn't understand the case at all on Monday. I didn't realize it when you left." I said, "You did, because I pointed out the dates to you. You read it before me." "Well," he said, "of course, I can't do anything when the Washington decision is otherwise." I said, "You gave me your word of honor. Did you have the authority?"

"Well," he said, "of course, in reading it over it looked very different." I said, "You read it over in front of me." He went on a minute or two more and I said, "I will be up to-morrow at 1 o'clock and we will see if we can fix it. Dan has been over and I will come up at 1 o'clock and see if we can fix it."

When I got there at 1 o'clock the next day it seemed to me as though if we had asked for a private secretaryship to John D. Rockefeller Dan would probably have gotten it, and from that time on—I think that is the first time that perhaps Dan ever met Mr. Clark—anyway from that time Mr. Clark's actions to Dan were above reproach. He patted him on the back whenever he saw him and told him what a fine man he was and how glad he was to have men like that in his division and all that sort of thing. But on the other hand, more than once Mr. Clark had tried when Dan was not present to impress me with the fact that Mr. Edwards was very far from a trustworthy man, very far; very strange that I should insist that his case should be given this attention; he was not a man that was worthy—"just see where he lives." He lived on West Forty-fifth Street with another one-legged man—who, by the way, had never gone and never will go to the vocational for training, because he was Dan's buddy. And on the other hand, if Dan came in in front of me he would go over and tell him what a splendid chap he was, but he tried to undermine my faith in the man.

As it happened, I don't go into things half way. I had been over and seen where he lived; I had been with him from pillar to post while he was going around. I knew his courage; I had talked with his officers, I had seen men who knew his work in the First Division;

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I had met his buddy that he lived with. He had been entirely trustworthy in every word he said to me and I knew him for a thoroughly fine man; and on the other hand, since the recruiting office did not demand the gentle and cautious disposition and thoroughly parlor-like manners, I have never been able to see why they should be in any way demanded by the Federal Board for Vocational Education when they are thinking of taking a man in for education. That has nothing to do with Dan Edwards. He had all of the qualities which a real man has or needs.

Then later—of course, at that time Mr. Farwell was the head, but on the other hand, if people asked to see the head of that office they were often taken to Mr. Clark as the head, and later, among a good many of us it was a cause of great surprise and it was difficult for us to understand how Mr. Clark was put at the head, because in a gathering of young men present, of vocational men, if they wished to pull off a particularly long fish story, they are very liable to say, "On my word of honor," which among them has about the same effect as crossing your fingers when you are telling a particular whopper. Everybody knows what that means.

The CHAIRMAN. Have you any specific charges, Mrs. Jacobs, to make against the board, so that we may have them succinctly? If you would reduce to specifications your objections to the board, gathered from the detailing of your experiences, what would they be?

Mrs. JACOBS. In the time of Mr. Griffin, and continually up to the present moment, great confusion, because there can be nothing but confusion in an office where a case was handled like this. There was great confusion and great inefficiency. In the time of Mr. Griffin there was apparently an antagonistic attitude, a pacifistic attitude, and that strange little rubber-stamp idea, as though they were taken somewhere by somebody to say something before they could talk to a man. At one time it was that, and another time I told you they said, "Do you think this is fair to the other man?" At another time it was something to do with money—it was relating to the great expense that the Government was under to educate these men, which resulted in the soldier that I read you about before, who said he went to fight for his country, not to bankrupt it. That was the attitude that it did create among some men; among others it made them call it the Battle of Fifth Avenue.

The CHAIRMAN. What do you mean by the "rubber-stamp method"?

Mrs. JACOBS. Well, I don't know as I can explain that. It was so self-evident—of course, it would not be evident to any one man, but a man would have this thing said to him once, and he wouldn't know that the next man and the next man and the next man had had it said to him, unless they got together and discussed things—which they did, more or less—but I would take in one man one day and another man another day and another man another day, and, believe me, I never sought for those men to take them in, but they came to me because one would tell another, "Here is some one who will help you."

The CHAIRMAN. And the same answer would be given. Is that what you mean?

Mrs. JACOBS. Yes; the man would come in and say, "Well, what do you want?" "I want a course in marine engineering, to be

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taught how to use a marine engine." They would say, "Do you think that is fair to the other man?"

The CHAIRMAN. What would they mean by that?

Mrs. JACOBS. That is what they said. I don't know.

The CHAIRMAN. Well, isn't it possible that some one would come in whose disability was not sufficient to give him the same attention as some one else who had been either attended to or was waiting for it? Isn't that the possible explanation?

Mrs. JACOBS. Perhaps in one case out of ten; but that was the answer made, not by one man but by practically all of the men during a certain time. Then it would be changed to another kind of an idea; and the reason that I realized that it was a sort of a rubber stamp was that after it was explained to them, if the man said, "No; certainly not"—which I would answer for the man—he would look surprised and then he would say, "All right," and then he sat down to business, as though the man was just as fairly glad to get that question out of the way as I was. And another time, as I say, it was something to do with the great expense to the country of educating the wounded soldiers. As I say, during Mr. Griffin's time there was apparently antagonism, a very pacifistic view.

The CHAIRMAN. What do you mean by that?

Mrs. JACOBS. They were always deploring the fact of war, as though it was a great pity—it had to be, and while that might be the natural attitude of some people, it was an unfortunate attitude to meet a man who had given a considerable part of his body in fighting that war, and not because he had picked the quarrel himself, but because the country had sent for him and he had gone right out and volunteered and gone into it.

From August on, after Mr. Griffin left, there was more apparent system. You did not find the groups of men sitting off in a corner and smoking cigars and apparently telling funny stories, while 15 or 20 men were waiting to speak to them. It gave the impression as you went in there that it was a very busy office—a lot of running around.

The CHAIRMAN. Your idea earlier was that there was unnecessary confusion, and then later there was more cordial relationship?

Mrs. JACOBS. I could not see that after August things moved for the wounded man any faster or any better under this apparent busy business than they did under the rather lax and rather dreamy attitude before, and there did develop that hard-smashing idea of "Well, show me."

Mr. DALLINGER. Mrs. Jacobs, who took the place of Mr. Griffin?

Mrs. JACOBS. Mr. Farwell.

Mr. DALLINGER. Did you meet Mr. Farwell?

Mrs. JACOBS. Yes.

Mr. DALLINGER. You haven't said anything about your relations with him, your meeting him. How did he treat the boys?

Mrs. JACOBS. The impression was more or less gathered of Mr. Farwell, that he was sent there particularly to smooth over the situation. He met the men rather suavely, and with a good deal of dramatic effect when he did meet them. He very seldom met them, and the feeling was that he was fairly effectual. He promised a number of things. For instance, finally in the case of Dan Edwards, an

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extra allowance that we had arranged together would be paid to the Red Cross, because his disabilities were such that everybody recognized that more than $80 was necessary, and I had arranged for a certain sum that was to be paid as an allowance from the Red Cross, and in telling of this one day Mr. Edwards spoke to Mr. Farwell about it, and Mr. Farwell wished to assume that. He said he was proud to assume it and fully expected to get Washington to give him not $13.50 a month, which we had arranged together, but he said $25 was what he ought to have extra on account of his condition. After that, one day when I was in the office about other things, I forced my way through to Mr. Farwell. I had asked for him about five times before and had not seen him simply because I used the method of telephoning and asking him if I could come in and thank him for his courteous attention. At that time I did not realize that after these men had treated Mr. Edwards in this courteous and friendly way they were liable to turn to me and explain that there really wasn't——

Mr. DALLINGER (interposing). I wish you would speak a little louder.

Mrs. JACOB. I don't believe I will. It is too hard. But I tried to please Mr. Farwell. He was a very pleasant spoken gentleman and apparently had the greatest sympathy with all things, but nothing happened. He asked me if I ever knew a man who needed extra cars to bring him down, and when I did, he said, "perfect nonsense, perfect nonsense—no idea of doing any such thing." He said that in the case of Dan Edwards—"No such thing; no such thing."

Mr. DALLINGER. Mrs. Jacobs, I think you said something about Mr. Clark and also Mr. Farwell referring the matter to Washington, and stating that they would do certain things if they got the authority from Washington to act. Now, do you know anything about whether they asked Washington for authority and it was refused?

Mrs. JACOBS. I know nothing about their actions, except what I heard from them themselves.

Mr. DALLINGER. Well, then, isn't it a fact that they may have done what they could and then were prevented by some ruling from Washington?

Mrs. JACOBS. Certainly. But that hardly comes to the point of giving your word of honor and breaking it within two days.

Mr. DALLINGER. I understand Mr. Clark promised you he would do this, but if his superiors in Washington did not let him do it, you do not think he was to blame for that, do you?

Mrs. JACOBS. I don't see how any man could give his word of honor without knowing he could fulfill it.

Mr. DALLINGER. You don't think he might have promised something and was unable to fulfill it because of a rule of the Washington office?

Mrs. JACOBS. Not if he was a man whose sense of honor was as keen as most of the soldiers that I have dealt with, and I should think the man who was at the head of this would at least have the sense of honor that was adequate to the man that he was dealing with.

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Mr. DALLINGER. When was it Mr. Farwell was placed in charge?

Mrs. JACOBS. Some time in August or September, until some time in January. I don't know the exact date, but you could very easily find out.

Mr. DALLINGER. How many times did you see Mr. Farwell?

Mrs. JACOBS. I think about four times I had conversations with him.

Mr. DALLINGER. Did he treat you courteously?

Mrs. JACOBS. The first time.

Mr. DALLINGER. How about the other times?

Mrs. JACOBS. Rather dramatically than courteously. I was more or less used to the office, and so I seldom resented anything that was done, but I had to go in with a man into Mr. Farwell's office, another man—not Mr. Edwards, but another man—and he resented——

Mr. DALLINGER. Can you tell me when it was?

Mrs. JACOBS. No; in December some time, but I don't know the date.

Mr. DALLINGER. Some time in December.

Mrs. JACOBS. Yes.

Mr. DALLINGER. Was that the second time that you went in to see him?

Mrs. JACOBS. It was the second time I went into his office. It was not the second time I had spoken to him.

Mr. DALLINGER. What happened in December, the time in December you speak of?

Mrs. JACOBS. I would rather not go on record on that. It is a man's private case, and if he wishes to bring it forward, he can. That is all that I would like to tell you if it is sufficient.

Mr. DALLINGER. All I wanted to know is whether he treated you discourteously.

Mrs. JACOBS. Well, frankly, I did not think in comparison with the manners of the other men in the place, that you could call that discourteous, because I was not used to courtesy in the place. I never looked for it, but when this man whom I asked to come down to dinner with my husband and myself afterwards—for one reason because he was thoroughly refused a thing that he had been told, and I had been told, to come down there and ask for—and he turned to my husband and said, "I wish you would never let Mrs. Jacobs go into that place again. I never have seen such discourtesy shown to a lady." Of course, it was only Mr. Farwell, but Mr. Clark in a way was very discourteous to me, and then I realized that, but I did not feel that Mr. Farwell was, but this man did.

Mr. DALLINGER. You did not feel that Mr. Farwell treated you discourteously?

Mrs. JACOBS. No; his manners were very good in comparison to the others.

Mr. DALLINGER. Was there any occasion on which Mr. Farwell treated you discourteously?

Mrs. JACOBS. No.

Mr. DALLINGER. And do you know what time in January it was, about? About what time in January that Mr. Clark superseded Mr. Farwell?

Mrs. JACOBS. No; I have no idea.

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Mr. DALLINGER. How many times have you seen Mr. Clark since he has been in charge of the office?

Mrs. JACOBS. Never to speak to him.

Mr. DALLINGER. You never have had any direct dealings with him?

Mrs. JACOBS. Never since he was the head D. V. O. You see I never went there without the idea of helping some man in some difficulty, and when I found that my presence was hurtful to the man, I never went there again, naturally.

Mr. DALLINGER. That is all.

Mr. ROBSION. Now, briefly, Mrs. Jacobs, to sum up your impressions of the board, if I have it correctly, I believe you charge the New York office with being grossly inefficient?

Mrs. JACOBS. Yes.

Mr. ROBSION. And you charge them with being discourteous?

Mrs. JACOBS. Yes.

Mr. ROBSION. And you charge that their attitude toward the soldiers was unsympathetic?

Mrs. JACOBS. I dislike very much the continued use of the word "sympathetic." Perhaps that is a necessary word to use, but that is not the attitude of the soldier. He is not asking for sympathy; he is asking for an understanding, and for an understanding of the psychology of the soldier, what a soldier is and thinks, and sympathy he does not ask for.

Mr. ROBSION. I was not using the term "sympathetic" in the sense that you employ it.

Mrs. JACOBS. I did not mean to come out in such a definite manner.

Mr. ROBSION. Well, in other words, they did not show an interested attitude toward the soldier?

Mrs. JACOBS. An antagonistic attitude, I should say.

Mr. ROBSION. I say, they did not show an interested attitude?

Mrs. JACOBS. No.

Mr. ROBSION. It is your impression from your experience there and your observations that it appeared to be, it was an effort—that their effort was to see how many soldiers they could cut out of training, rather than how many they could give training to?

Mrs. JACOBS. That was the impression. It seems almost impossible to believe, because their whole livelihood at the time depended upon their running the place efficiently, it seemed to me. It was very puzzling to understand.

Mr. ROBSION. And you make the further charge that their manner and their attitude toward the wounded soldier was that he was an object of charity?

Mrs. JACOBS. Yes; that was in many cases the feeling which you got. I would not want to go on record that it was continually so, but that is the feeling that I received and the soldiers received so often that we felt it continuously.

Mr. ROBSION. And that the attitude of the board there toward soldiers discouraged the soldier rather than encouraged him?

Mrs. JACOBS. Very much so.

Mr. ROBSION. Now, you also feel that the law is inadequate, do you?

Mrs. JACOBS. I do, in the matter of payments particularly, because I am there in New York City, and I know of the difficulties there.

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Outside of that it seems to me—of course, I am not a lawyer, but in studying the law carefully and going over it with a lawyer it has seemed to me as though that law, if it was used to its widest and simplest effect, could have been made a very effectual law in the handling of the wounded soldier. I don't like the fact that it is a law hitched on, or a ruling or something or other hitched on to a vocational bill that was arranged for apparently small children of backwoods disposition, or something or other. I don't know what it was. That seems to me as though it was unfortunate.

Mr. ROBSION. You feel that the amount of pay is not sufficient to meet the needs of the soldiers, say, at Columbia University?

Mrs. JACOBS. Or anywhere else in New York City, or possibly the surroundings. And I have heard the same is true in Chicago and the same is true in Boston and in Philadelphia. Though in those cases, as I say, it is purely hearsay.

The CHAIRMAN. Some members of the committee who wished to make further examination of Mrs. Jacobs have been called to the floor.

Mrs. JACOBS. Is there someone else you wish to examine in the meantime? I am willing to wait. I am entirely at your service in this matter in any way that I possibly can be, for any length of time that you may need me.

The CHAIRMAN. Then we will recall you as quickly as the members of the committee return.

Mrs. JACOBS. Might I put this letter into the record? It is a letter from the American Legion that had to do with this letter I have read. This letter was published in the American Legion Weekly.

The CHAIRMAN. I see no objection to that.

(The letter referred to follows:)

THE AMERICAN LEGION WEEKLY,
New York City, March 9, 1920.

MRS. JANETT LOGAN JACOBS,
Hotel Van Rensselaer, New York City.

DEAR MRS. JACOBS: You will recall that the 1st of November, 1919, you gave me a letter to take to the national convention of the American Legion at Minneapolis, which contained your impressions of the shortcomings of the Federal Board for Vocational Education.

A good deal of water has passed under the bridge since then. A reorganization has come to our Weekly and after a suspension of four weeks I have been placed temporarily in charge of the editorial department. I want to get up right away a story on the Vocational Board, summarizing the new data brought out by Mr. Littledale in his articles in the New York Evening Post. I also desire to use your letter, which, according to Mr. Littledale's disclosures, is as true of conditions now as it was when it was written.

I would like to use your name in this connection. You have done an incalculable service to the American Legion in bringing these facts to light, a service that has been recognized and appreciated wherever your letter has been read, and your letter has been considered in a great many conferences of legion officials. The time has come to put that letter in the Weekly and, as I said, we would like to use your name and tell something about you and the unselfish work you have done in behalf of disabled soldiers, who have always been the first consideration of the American Legion. May we have that permission?

Very truly, yours,

MARQUIS JAMES,
Temporary Editor.

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STATEMENT OF MR. PINKNEY C. ROLLINS, NEW YORK CITY.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. You may proceed to state what you have in mind, Mr. Rollins.

Mr. ROLLINS. Service in the Army?

The CHAIRMAN. No; your experience with the Vocational Board.

Mr. BLANTON. Before this witness proceeds, so that the evidence may be in a connected way, as to the lady's evidence who has just been on the stand, I would like to interrogate her before Mr. Rollins begins, without having some other evidence intervene.

The CHAIRMAN. We will have her later on since there are two other members of the committee that want to ask her questions. We do not want her to have to come back.

Mr. BLANTON. I have several other important engagements to fill outside of this committee.

The CHAIRMAN. Will you be here to-morrow?

Mrs. JACOBS. I was not going to stay over until to-morrow.

Mr. BLANTON. The other members of the committee will be coming right back in a moment or two.

Mrs. JACOBS. I have said all I have really to say to you, but I am willing to stay months if necessary.

The CHAIRMAN. Very well.

STATEMENT OF MRS. JANETT L. JACOBS—Resumed.

Mr. BLANTON. I have a few questions. With regard to your work on these lines, how many cases would you say, Mrs. Jacobs, that you had personally handled with regard to the disabled service men as their interests related to this particular board?

Mrs. JACOBS. I could not be sure within two or three.

Mr. BLANTON. Approximately.

Mrs. JACOBS. I do not know whether to say 200 or 500 or 1,000 cases.

Mr. BLANTON. Your best idea, approximately. No one could be exact.

Mrs. JACOBS. All I could really say was 500 or 700. I have no idea really. I handled a great many cases, some in particular, sometimes helping men with the idea that they wanted to put through. I could not tell you whether I had handled 500, 700, or 1,000.

Mr. BLANTON. In regard to the cases which you have specialized on—mention by name the case and the circumstances wherein you deemed the board careless or indifferent or guilty of inefficient conduct, and how many of such cases would you say you called the board's attention to especially?

Mrs. JACOBS. Where I knew the names and circumstances?

Mr. BLANTON. Up to this time, where you have mentioned them in the record?

Mrs. JACOBS. Only two, as I remember it specifically; and I mentioned one other, which I said I did not wish to go into the record.

Mr. BLANTON. And you say the number you have handled could be approximately 200. or 500, or 700, or possibly 1,000?

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Mrs. JACOBS. I should say this way, Mr. Blanton, that the case where I have handled the case and where I was at all known to hav done it, I do not think it would probably be 50 that I handled; bu in cases that I have helped, as I say, I do not know.

Mr. BLANTON. In how many cases were you satisfied with th board's action—that you thought that the board had done what i should do?

Mrs. JACOBS. None; not one that I can recall.

Mr. BLANTON. With regard to every case with which you hav had personal connection in trying to help these disabled servic men, you are willing to state that all of them had been unsatisfac tory or unsatisfactorily handled by the board?

Mrs. JACOBS. Yes.

Mr. BLANTON. And not handled with that degree of efficiency that Congress and the country expect by the board?

Mrs. JACOBS. I should very emphatically say that they had, in nc case that I know of, handled a case in the way that I thought would have been at all satisfactory to the American people if they had known it.

Mr. BLANTON. Now, I have been impressed with all of your testimony, but the part of your testimony that shocked me more than any other portion with regard to possible inefficiency on the part of the board, was when you detailed the circumstances of the board's action in beginning the discussion of the soldier's case where they would ask him what he wanted, and then would reach a conclusion without an investigation as to the full possibilities of the man.

Mrs. JACOBS. What do you mean—reach a conclusion?

Mr. BLANTON. I mean, to illustrate by stating that the purpose of the committee in framing this legislation originally, and the purpose of Congress in passing it originally, was to provide for experts—the best experts we had in the land—to pass upon a given service man's case, to find all about him, everything about him, to conserve every possibility yet existing in him, to use for his own benefit in making him productive in life to the maximum extent. That was the idea of Congress—that these experts should find out: take the man as they found him in his crippled condition; find out what was the maximum that he could do in the productive world industrially and otherwise—but they were to decide these questions after making a thorough survey of the man, and there should be a mental survey as well as physical and otherwise in the expert line. We were of the opinion that the decision would be the decision of experts—not merely the inclination of the young man who was crippled in body and soul and mind and probably did not know what was best for him—although his inclination should, of course, be considered materially. That was the idea of Congress and the idea of the committee.

Mrs. JACOBS. It is not entirely a good one, if it is your idea?

Mr. BLANTON. You do not think it is a good one?

Mrs. JACOBS. Not entirely. I think these men are unusually able to decide for themselves in the majority of cases. Let me ask you one thing. I do not quite understand it. Do you mean that it was more startling to you, the attitude in the beginning, where there was that rubber-stamp idea I told of?

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Mr. BLANTON. It was more shocking where there was no expert examination of the party and no expert decision in making a survey of his maximum possibilities but seemingly, rather than a decision, more to get rid of the case.

Mrs. JACOBS. The way that is, in the first part, that is more shocking to you when he said, Do you think that is fair to the other man?

Mr. BLANTON. No; I can illustrate that again. Take a young man who has the idea that he would like to drive a truck that would pay him so much in business, and the committee of experts, medically and otherwise, might believe after carefully surveying his case and his possibilities that they could remake that man and retrain him in a way that he could fill a very high position in life, say, as a private secretary in a banking institution that would pay him, say, $5,000 or $10,000 a year.

Mrs. JACOBS. What part of my remarks does that come in?

Mr. BLANTON. The part in which you led me to believe that there was no expert decision in this board; that it was merely, "What do you want? If you want this, we will possibly give you that," to get rid of the case quickly.

Mrs. JACOBS. Where did you get that from my testimony?

Mr. BLANTON. I got that from your testimony with regard to Mr. Edwards's case, for instance, where you spoke of Mr. Clark asking him what he wanted.

Mrs. JACOBS. But Mr. Clark did not ask him what he wanted.

Mr. BLANTON. Whoever it was.

Mrs. JACOBS. As far as I know, I did not testify that he did.

Mr. BLANTON. In regard to some case you said that he used the expression, "What do you want?" A young man would say, "I want this, that, and the other." "Well, we will try to give it to you."

Mrs. JACOBS. No; I did not, Mr. Blanton. When I was illustrating that particular expression, "Now, what do you want?" I was illustrating the fact that in the majority of cases in the beginning they simply said, "Do you think that is fair to the other man?" and if that is the most shocking to you, Mr. Blanton, it was certainly not to me.

Mr. BLANTON. Do you not think that if we do the most for our disabled service men we will do that which will put them in the highest positions in life that their possibilities will admit of from the expert's standpoint?

Mrs. JACOBS. You can not do it unless you get their standpoint.

Mr. BLANTON. Of course, their desires as to positions are incidental and important to this decision, and should be considered, but should not govern altogether.

Mrs. JACOBS. It is almost requisite to good work.

Mr. BLANTON. But it is simply incidental to the expert's decision, after all?

Mrs. JACOBS. I should not say so.

Mr. BLANTON. You do not think so?

Mrs. JACOBS. I should say that the expert's decision should be based on the two, then go as near that as you could with expert care and in giving that, if a man wants something that is a simple way to know that he will say how to get it.

Mr. BLANTON. Oh, yes. Yet parents sometimes have higher ambitions for their children than the children might otherwise have.

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Mrs. JACOBS. These are not children.

Mr. BLANTON. Well, I am a grown-up child. We are all merely grown-up children after all, in a sense, and this applies to everybody in this room.

Mrs. JACOBS. I object to that very much because I do not think the psychology of the wounded man is the same as the psychology of a child.

Mr. BLANTON. I will not argue that, as some service men are only 16 and 17 years old. Did you have any experience in Red Cross before this war?

Mrs. JACOBS. None whatever.

Mr. BLANTON. Did you have anything to do with the rehabilitation of disabled before this war?

Mrs. JACOBS. None whatever.

Mr. BLANTON. You spoke in your testimony of thinking that the duty rested upon Congress to give the vocational education to every soldier.

Mrs. JACOBS. Yes; that is what I said in my own mind too. That letter was not written for you or for Congress. It was written to the Legion, where I expressed very freely my feelings and attitude toward a great many things.

Mr. BLANTON. Did you ever teach school?

Mrs. JACOBS. Never.

Mr. BLANTON. Have you any children, may I ask, if that is not too personal?

Mrs. JACOBS. I have none.

Mr. BLANTON. Have you ever assisted in raising any?

Mrs. JACOBS. Yes.

Mr. BLANTON. Of your sister or possibly some other of the family?

Mrs. JACOBS. Yes, sir.

Mr. BLANTON. You were with the Red Cross during the war?

Mrs. JACOBS. I have been with the Red Cross and many other war activities.

Mr. BLANTON. Are you connected with the Red Cross now?

Mrs. JACOBS. Not officially.

Mr. BLANTON. You have no official connection with any rehabilitation organization?

Mrs. JACOBS. I have no official connection with any organization on earth except the official position that these men in the Come Back Club of Columbia very courteously and beautifully have given me, of being an honorary member of their own club. That is absolutely the only official position of any kind I hold at the present moment whatever. But at the time I was speaking and all through this that I have been telling I was a part of the Red Cross.

Mr. BURROUGHS. You spoke, at least I understood you, Mrs. Jacobs, to speak about an order or rulings, I think, you spoke of rulings issued some time in August, if I remember rightly, that you read over in the New York office and a copy of which I believe you are going to furnish.

Mrs. JACOBS. Yes; but it will be a copy, typewritten copy.

Mr. BURROUGHS. Will you be able, perhaps, to certify that it is a copy?

Mrs. JACOBS. I should prefer not, although I will ask judgment on that outside, because in that case if there was a slip, a typo-

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graphical error, or anything of that sort I might be held responsible, and I think, if it is all right for you, you can check it up against the other rulings that I could get from the boys, if you are sure you could get it that way.

Mr. BURROUGHS. What the committee wants is something that it can rely upon?

Mr. JACOBS. I know that you would rely upon it if I sent it to you.

Mr. BURROUGHS. Have you prepared it? Is it a lengthy thing?

Mrs. JACOBS. Yes.

Mr. BURROUGHS. You might compare the original by one reading one copy and the other the other.

Mrs. JACOBS. I could not compare it, but you could.

Mr. BURROUGHS. I could not unless I had the original.

Mrs. JACOBS. You could easily get the original if you call for it through the board.

Mr. BURROUGHS. Of course, if we have the original we do not need a copy.

Mrs. JACOBS. Either way, as you please. I think you should have the original as well as mine.

Mr. BURROUGHS. You spoke about these advisors that you have met in the New York office. My colleague, Mr. Blanton, expressed himself as being impressed particularly with the matter about which he was impressed. I was more impressed with the testimony by your statement in regard to the attitude of these men toward the young men as they came here.

Mrs. JACOBS. Yes, sir.

Mr. BURROUGHS. As I got it—and if this is not right, say so—as I got your testimony, the tone of your testimony all led me to think that these men have shown toward you and toward the service men who have come there applying for training—have shown toward these men an attitude of impatience and an unsympathetic attitude and almost antagonistic.

Mrs. JACOBS. I should say entirely. I do not mean by that you have nothing but antagonism, but I should say it was more than almost antagonistic at times.

Mr. BURROUGHS. That is what you wish the committee to understand from your testimony?

Mrs. JACOBS. Yes; and I am glad I have told it to you under oath, because I could not possibly expect you to believe it in any other way.

Mr. BURROUGHS. That is why I want to make sure about it because it is unpleasant to us if it is a fact.

Mrs. JACOBS. It was to me.

Mr. BURROUGHS. If it is a fact?

Mrs. JACOBS. It is a fact.

Mr. BURROUGHS. Are you acquainted with any other office anywhere than the New York office?

Mrs. JACOBS. I have never been in any office except the New York office.

Mr. BURROUGHS. And not any other officials than the officials in the New York office?

Mrs. JACOBS. I think in March, 1919, when I went to the Congress or something or other of a meeting of the crippled soldiers at the

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Waldorf, I think I met one or two other officials, but I neither remember their names nor got anything but rather a confused idea of their personalities.

Mr. BURROUGHS. Have you names of any persons or any individuals whom you know, whom you believe have information that would be helpful for this committee, personal knowledge concerning these matters about which we are inquiring? I mean people who are not here, that you do not see here.

Mrs. JACOBS. Yes; I know a number of them but I could not give you their names without first inquiring of them. My first duty is always to these men. It is their wish that counts and I have never put them in a position where they had to meet something without having a chance to say whether they wished to or whether they did not, because I wished to impress that very much. I did not advise them. I advised them when they asked and it was their decision that counted, and that decision that was made by them I found was the only one that was worth while following. The talk cleared it up very often between us.

Mr. BURROUGHS. I simply mention that because if now or at any time that the hearing is in progress you know of such persons who do have first-hand information which you believe would be helpful in this investigation, I personally will be glad if we might have their names.

Mrs. JACOBS. Thank you very much. If I find that I can do that I will be very glad. You have left it open to me in that way because it is possible I could avail myself of it.

Mr. DONOVAN. As you understand and hope, you think that $3.50 would be the minimum for subsistence for a man to be properly cared for under training?

Mrs. JACOBS. In New York City?

Mr. DONOVAN. Yes.

Mrs. JACOBS. Particularly the wounded men, and that is very, very small. You see there are some things you have to think of in regard to wounded men that you do not in regard to an ordinary man, particularly the clothes. That is one thing I think you people have not understood. You see the body is only a clothing for the spirit and when your body is torn to pieces you demand clothes enough to take the place of your poor body.

Mr. DONOVAN. I subscribe to your views in that entirely. In that connection I will tell you that our committee has recommended an increase of maintenance for the men and has referred to the Rules Committee, another committee of the House, or the steering committee, but the individual members, not as a committee, have made a point to me that from their experience they find that their sons at college do not need more than $3.50 in some instances, perhaps not as much. My thought was that it might or not be true for this reason, that boys in a collective sense at college mess in one hall or a common hall.

Mrs. JACOBS. Yes; that will be a help.

Mr. DONOVAN. Especially in New York, and I am a New York man and familiar with conditions there at Columbia and over in Brooklyn at Packard's, or any other institution; they have to eat as best they can throughout the city. Is that another reason?

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Mrs. JACOBS. Yes. I am glad you gave me the chance to bring that out, because all these men are wounded men and disabled and the constant remark if you are talking over their cases with the real doctor, the physcian or the surgeon, the important thing is that the blood stream shall be kept normal, full and strong, because it is through that they build up and come back and their food is very, very important, and it has to be very scanty on their small allowance.

Mr. DONOVAN. I want to ask you another question that I asked the Chairman to ask, but he probably has forgotten it, but I will ask it. He asked a question relating to the duration of courses at Columbia, and, as I recall, your answer was that in some instances men in their junior year went to war when their course usually ended in June and hoped to have some opportunity of a further course. The question I want to ask you is one I asked the doctor to ask you. Can you tell us in the original instance of a man who never attended Columbia and was a service man and had gone through the stages that give him an opportunity of taking up training at Columbia, in how many instances, in a general way, you think, are those cases of men that originally entered and were not interrupted in their course by going to war?

Mrs. JACOBS. I should say that most of these men were looking forward after it, at least, to two years, and, I think, that is practically all they expect. I think that in many cases they have developed at Columbia and their own interests and education I think would be a calling.

Mr. DONOVAN. May I offer this suggestion also? I suppose it is according to the course they are pursuing. Some of them might be two years and some of them might be less or some more?

Mrs. JACOBS. It is an extension course that I am telling you of. It is the fact that a man can go in an extension course, and Columbia has opened to them courses which in some instances they are not extending to civilians. They have let these men go in without examination and tried that thing out. If they were satisfied in talking with a man that he had a good chance and the number of cases who made an entire success of their work is very unusual.

Mr. DONOVAN. Then, in so far as that opens up this course, I do not think you have yet answered the question. In so far as Columbia is concerned, and its method and application of fitting a round peg in a round hole, or where a man indicates his preference then I assume that what you have just said is pretty generally followed out, is it not?

Mrs. JACOBS. The round peg in the round hole?

Mr. DONOVAN. Putting a round peg in a round hole?

Mrs. JACOBS. Yes.

Mr. DONOVAN. In those instances where a man prefers a certain given line of training, those men in Columbia are pretty generally allowed to at least experiment to try out if their fitness will measure up to the course they are taking?

Mrs. JACOBS. Yes: and in a large majority of the cases the danger is sometimes they take on too heavy a course.

Mr. DONOVAN. Oh, yes; ambitious, of course.

Mrs. JACOBS. Is it not that it is too high a course.

Mr. DONOVAN. They take too many parts.

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Mrs. JACOBS. More than they are capable of. I should like to have them take fewer courses, not necessarily less advanced courses but fewer courses, but they are doing splendidly.

Mr. DONOVAN. As to the policy of the board after having heard you say that it was true in New York, I subscribe to your view, that the New York office was not well managed at all, and I know particularly of its management under Mr. Griffin. I do not know anything about it since, and I can not speak of anything further than that. He was a delightful, a nice man, but was not an executive, in my opinion.

Mrs. JACOBS. I do not think he was. I think there was confusion and a lack of courtesy to the men.

Mr. DONOVAN. I do not want to say that by comparison with the present men, because I know none of them, but I did know Mr. Griffin's management and knew him. I wondered if you were correct when you said that the men in the major cases seemed to particularly receive such a degree of courtesy or attention that you thought was not proper, if you knew?

Mrs. JACOBS. I never knew of a case where any man badly disabled got the kind of courtesy or attention paid to him which I think you or the American people would consider adequate. I did say that in the case of major amputations under the August rulings that a man, and that man alone, was sure if they followed out these rulings to find other cause for stopping his education, such as a certain amount of physical weakness or such as his unworthiness through some other failing—bound to if he was not stopped on that course; with a major amputation he could get a course according to these rulings. Whether they all knew that or not I do not know, but I knew it.

Mr. DONOVAN. The point that I was trying to bring out, according to my understanding, is that it was it has been the policy of the board in the instance of major amputations and major cases to give these cases preference.

Mrs. JACOBS. Yes.

Mr. DONOVAN. But I did not know but oftentimes when men with lesser or minor disabilities, not conscious of the practice, sometimes might be shifted or set aside, that they were set aside. As you do not know, I shall not ask your opinion on it.

Mrs. JACOBS. Otherwise I will say I do not know.

Mr. DONOVAN. Whether or not the men with the minor disabilities knew that it was the policy of the board to give the men with the major disabilities such a chance and so forth, the first call to get them under way in training?

Mrs. JACOBS. They did know that perfectly well.

Mr. DONOVAN. I did not know that they did that. That, of course, was the question.

Mrs. JACOBS. That is the reason that the men have been waiting weeks and months and are still waiting and waiting to the detriment of their health and their finances and their families. That is why nine-tenths of these men formerly almost promised training were turned out when the orders came through, and that was the job that one of these advisors who was fairly decent, really decent, did not like to carry out.

Mr. DONOVAN. All right, I think my question is answered. I wish the stenographer would go back and read my statement about Mr. Griffin as I do not want to do Mr. Griffin an injustice on the record.

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(The stenographer read as requested.)

The CHAIRMAN. Proceed.

Mr. DONOVAN. During your official relations with this board, were you dealing with them as a representative of the Red Cross?

Mrs. JACOBS. Yes.

Mr. DONOVAN. Your relations continued as a representative of the Red Cross in an official capacity until when?

Mrs. JACOBS. Some time in the first of December.

Mr. DONOVAN. When did it begin—if you remember?

Mrs. JACOBS. In January, 1919. Before that I was in many other things in connection with the Red Cross but not in that particular branch.

Mr. BLANTON. You may have misunderstood and I wish to make one matter clear because I stated that the part of your evidence that shocked me most was your assertion indicating that we were failing to get an expert diagnosis in the way of a survey of the maximum possibilities of our service men.

Mrs. JACOBS. I think that is a splendid idea.

Mr. BLANTON. Because I see that you seemingly drew the impression that I was not impressed with your complaints. I was impressed very much in that and to a certain extent shocked concerning your complaint of neglect and indifference and impatience and unsympathetic attitude that you said the board displayed. I was very much impressed with those features of your testimony and I was mostly shocked because seemingly the prime purpose of this legislation and the law, to attempt to help our reserve men, was failing seemingly to get an expert diagnosis and decision of the employees of this board with regard to the maximum possibility of our men.

Mrs. JACOBS. It is a splendid idea, Mr. Blanton, and I do not know where in my testimony I brought that out.

The CHAIRMAN. You suggested that you give us the names of persons who could be material witnesses, provided that you could first consult the parties.

Mrs. JACOBS. Yes.

The CHAIRMAN. In view of the fact that we want all the testimony that is material in this case, we will be very glad to have you submit those names as soon as you can. Would they be largely in New York?

Mrs. JACOBS. I do not know, Mr. Fess, because I have no idea now whether I can or would even send you any, because, as I said, I shall not send you any unless it is the wish of those people.

The CHAIRMAN. If the testimony of the parties could be material in the findings of the committee, I hope that you will realize the desire of the committee to have all such testimony; and the reason that we are asking about New York, it may be necessary for the hearing to be held in New York rather than down here. I have been unable thus far to get quite a number of witnesses who were anxious to come here and who have not come.

Mrs. JACOBS. Yes; my witnesses would be very largely around New York.

The CHAIRMAN. We are very much obliged to you; you may be excused.

Mrs. JACOBS. I thank you.

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STATEMENT OF MR. PINKNEY C. ROLLINS, OF NEW YORK CITY.

The CHAIRMAN. Please tell the committee your experience with the board.

Mr. ROLLINS. My first experience started on the 2d of July, 1919.

Mr. DONOVAN. Is he one of the gentleman referred to in Mr. Littledale's charges?

The CHAIRMAN. His name is in the list.

Mr. ROLLINS. I was discharged on the 5th, and on the 1st I made application to the board's agent at the hospital at Walter Reed.

The CHAIRMAN. What month was this?

Mr. ROLLINS. July, 1919; and I told him that I was discharged as a total disability, and they had the evidence given there, and he told me I would get my training right away within a month anyhow. But I came down after I was discharged. I went to see Mr. Mutt, through whom I got a position in the Treasury Department, and I went to work and waited a month, and did not hear anything further from him, and then went to the Washington office and asked them about it, and they never heard about it—did not know anything about it at all. So I put in another application, and that was sent to Baltimore, and I waited another month, and they told me to come down for physical examination. I went down to the doctor for a physical examination, and the doctor told me it was unnecessary, because the data from Walter Reed was sufficient. I thought it was all settled then, and I went on another month, and then came to see this man.

The CHAIRMAN. What month is this?

Mr. ROLLINS. This carried me up until September. I could not get anything out of them only when I went to interview them. Again they told me I had to take a physical examination. I went to the doctor again, and he said that he told them to get all their data from Walter Reed. Of course, my first application had all the data with it, and they were about a month or six weeks in getting the data from Walter Reed. I got that fixed up. I went down there, as I was notified to come down to see them and talk with the representative. They wanted me to kind of change my course and advised me what course, and I told them the course that I thought was suited to me, and I would like to take it up. I did not hear anything at all until about the last of November. I went to the Washington office and there was one of the clerks there told me to go to the central office, but not say he sent me. I went to the central office and found my case approved two weeks, but I had not heard anything of it at all. Just as soon as I went to the central office and started to kick about it, it went through and I was sent to the New York office.

The CHAIRMAN. When did you go to the New York office?

Mr. ROLLINS. I went on the 19th of January.

The CHAIRMAN. When were you discharged from Walter Reed?

Mr. ROLLINS. Since last July. I was nine months getting training through the Washington office.

The CHAIRMAN. What was your disability rating?

Mr. ROLLINS. Total disability.

The CHAIRMAN. Then when you went to New York, what was your status?

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Mr. ROLLINS. That is when my trouble began. I went to New York and they put me in the botanical gardens, the New York Botanical Gardens. We had no books, that is, we had 30 books for 56 students, I think. Of course, a lot of students there could not read English and those books were no good to them. I tried to get books from the board several times and went to representatives several times to see the books. The school was furnished books at the board rate to them. They said the board would buy the books hereafter and the school was not furnished any more books. When the board took it up then, we did not get anything.

The CHAIRMAN. What were you studying? You say you went to the botanic gardens. Were you taking a course in botany?

Mr. ROLLINS. Yes, sir; botany and other studies.

The CHAIRMAN. What has been your work before you went into the service?

Mr. ROLLINS. Lineman. I tried to get books from the Federal board, from nearly every man in the office, I suppose. Along about the last of January, the students had a meeting and elected me chairman of an adjustment committee. I went to the first meeting they had up at the Federal board and I have a list there that men were put in there that asked for our courses and wanted to change. These men are Mr. Edward Downey. He wanted poultry farming. He was put in the botanic gardens. Then there is Hugh Fagan who wanted farming; Charles Graham, who wanted tree surgery. There was Bennie Dreebler who wanted auto mechanic. There was Howard Hann; they sent him to the greenhouse. Howard Hann wanted to go in commercial greenhouse. Down here they only had the show plants, tropical plants, and they do not raise anything growing in the commercial line.

Joseph V. Jones wanted forestry. Henry McAllister wanted commercial greenhouse training. Louis Natti wanted poultry farming. Hugh F. O'Neill wanted poultry farming. This man—Hugh F. O'Neill—is a one-armed man, and his arm is off up here [indicating], and he can not even wash flower pots. He is there. He can just watch the other fellows work and can not do anything himself. He can not lift a flower pot unless it is light enough to lift with one hand.

Mr. John Z. Schultz wanted violin lessons and auto mechanic training. In regard to this man, I went to Mr. Pyles twice about this.

The CHAIRMAN. Who is Mr. Pyles?

Mr. ROLLINS. He is supposed to be the follow-up man. I told him about this man and he told me to send him right down and fix him up. He sent him down to the automobile garage, and this man promised as long as he would work for nothing there to shove him through so he could learn as much as possible in a short time, but he would have to have tools; so he goes back to the board to get tools, and the board changes his course right over again when he had to have tools. They changed it. They told him he could take violin lessons then, if he would get a letter from his teacher. He had taken violin lessons about a year before he went into the Army: and he run over to New York and got a letter from his teacher; found him at last, carried that back, and they told him, "We can

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not give you violin lessons; go back down to the gardens." He is back there yet.

The next man is John M. Tanikawa. He is a Japanese. He wanted to go to commercial school. They sent him to the Botanic Gardens.

Then there is Sebastiano Zacthio, who wanted to take up photography. They sent him to the Botanical Gardens. Willis is a man who was shot through his shoulder and can not use his arm, can not move it at all. He wanted to be a draftsman and they told him on account of his health he had better go out there. His arm is the only thing that bothers him. His health is good in every other way. Here is a list here that was given me by Mr. Boynton, a professor there. It shows the men who wanted to change their courses and can not get the course they wanted to take.

The CHAIRMAN. Was that classification you are giving us made in the meeting of the students?

Mr. ROLLINS. Yes, sir; it was made at the meeting except this last one that I am going to read from now, which was made by a professor at the Botanic Gardens. These men were unfit for courses and did not want them and wanted some other course.

These men are: J. Thomas Abbott, unsatisfactory; Patrick J. Devaney, unsatisfactory; a man named Edmonds, unsatisfactory; Felis Galino; John Lane, unsatisfactory; Nathan Meyerowitz, unsatisfactory; this last man, Meyerowitz, is marked "puzzle." This man wanted to take singing lessons, as he has a good voice and sings in a choir in New York, but the board told him they did not teach singing, that he should stay at the Botanic Gardens. The next one is Charles B. Mitchell, who was passed by the board and looked at the Botanic Gardens and passed it on and never showed up at all. The next is William J. O'Brien, unsatisfactory; the next is Arthur Weidner, unsatisfactory; the next is William Weisinger, unsatisfactory.

Here are three men that they said they were going to transfer.

The CHAIRMAN. That is a statement given by the professor?

Mr. ROLLINS. By Prof. Boynton.

The CHAIRMAN. What do you mean by unsatisfactory?

Mr. ROLLINS. They are not fitted for the course. They wanted other courses, and the board did not give it to them, and they do not take interest in that. Lots of them do not understand English. There are foreigners out there. One man you can not even talk to. He studies English at nights.

The CHAIRMAN. These boys were marked by the professor?

Mr. ROLLINS. Yes, sir.

The CHAIRMAN. Would they blame the board for that?

Mr. ROLLINS. Yes; they sent them down there.

The CHAIRMAN. For keeping them there after it proved unsatisfactory?

Mr. ROLLINS. They can not understand the lectures on botany, and it goes over their head. They do not know what he is talking about.

The CHAIRMAN. Your idea is that they were not only unfitted for that but were not in a position where they could be educated in that?

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Mr. ROLLINS. No; a great many of them have no education. They never had education enough to fit them for that. A few of them can not speak English, can not understand any lectures in botany on any of the plants.

The CHAIRMAN. In other words, these men, as you think, were misplaced?

Mr. ROLLINS. Yes, sir. These were all misplaced. All of these names I have in this list. I have three men that the board said they were going to change. Pyles said he was really going to change these men. These three are William Bernstein, Anthony Terrone, jr., and John J. Killeen.

I do not know but his ideas have changed. The first list were the names set after each man at the meeting we had on the 8th of March in the board office. I gave this list to Mr. Clarke, and he promised me that every man would be changed by the 20th of the month, and when I left New York yesterday morning they were still there.

The CHAIRMAN. What proportion of the attendance at the Botanic Gardens are unsatisfactory?

Mr. ROLLINS. These fellows do not attend very regularly that are marked unsatisfactory. They did not want the course in the first place and did not ask for it.

The CHAIRMAN. That is only a proportion of those who attend there?

Mr. ROLLINS. Yes, sir.

The CHAIRMAN. There are others that are satisfactory?

Mr. ROLLINS. There are some that are satisfied. There are none satisfied now on account of those men being there.

The CHAIRMAN. How many have you enumerated there?

Mr. ROLLINS. Twenty-seven.

The CHAIRMAN. In what month? This is recent?

Mr. ROLLINS. I gave this list to Mr. Clark on the 8th. I have told the follow-up man several times before about that. Of course, he could change them all any one time there. He wanted to have all these men out at one time and wanted to put them out on a cheap labor scheme and I kicked against that. He wanted to hire them out to the firm of Lewis & Valentine. Lewis & Valentine was to board them and they to work nine hours a day on his nursery digging up trees. It looked more like it is a cheap labor concern, and I told the fellows not to go but to kick against it. He did get one or two men to go down. He put one in as a bookkeeper in an office, a fellow that has got T. B., and that fellow who should be outside they put him in an office on Broadway. The other man was William J. O'Brien. He was sent down and stayed one day and came back, and he is still around the board now. I was at the board last Monday and he was there and he said it had not placed him, but was waiting to see what they were going to do. They had taken him out of the school up there and sent him down to the other place and he would not stay there just hanging around. I have been there all but two months and I have not a book yet, and I do not believe we are going to get any.

The CHAIRMAN. Have you made application for a book?

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Mr. ROLLINS. Yes. Every time I have seen the follow-up man I have made application to him.

The CHAIRMAN. Is that the man who ought to look after this?

Mr. ROLLINS. He ought to report it to the head clerk, because he is supposed to be in charge of these men.

The CHAIRMAN. What kind of an answer do you get when you make application for a book?

Mr. ROLLINS. I was down to the office last Monday and talked to him awhile and he shoved me off on another man. Of course, the big excuse up there now is, "We are moving." I do not know how long that excuse is going to last; maybe forever. They have got a good excuse now, and I think they will carry it through.

The CHAIRMAN. A good proportion of the time there would be devoted to outdoor actual work, would it not?

Mr. ROLLINS. No; we have lectures three days a week. It was an institutional school at first and they changed it. I do not know why. All the answer that I can get from the board is that it was changed through Washington, and the man that has charge of the institutional training told me it should be still under institutional training. Of course, we study botany, and I do not see why it should be placement training.

The CHAIRMAN. You are sure that you are hindered in the progress in your work because there is no textbook to be used?

Mr. ROLLINS. Yes; we are hindered in every way; hindered by having all those men there and disturbed. If we had a smaller class, we could get through better. In the school they do not want to put any more teachers or to get in too deep with it because they do not know how long these men will stay. They expect to take 30 men away next week. A man came there one day and said he wanted 40 men for a farm in New Jersey to plant fruit trees, and he wanted to take 40 men there. Of course, he thought he was going to get them right off; to bluff some of them he told them they would have to do that; that he had full charge of them; that he could cut the course short. I told him that neither he nor anybody else could cut the course short. That fell through. He could not get any men to go down there at all.

The CHAIRMAN. Would not the planting of fruit trees be a part of the training? I should think that one of the most important, to know how to plant trees.

Mr. ROLLINS. We could get study out there. We need not have to plant for a private concern.

The CHAIRMAN. This was a private concern?

Mr. ROLLINS. Yes, sir; it was a farm that somebody wanted to have planted in all fruit trees.

The CHAIRMAN. You think that was exploiting the soldier boys?

Mr. ROLLINS. Certainly, it is. That is Lewis & Valentine. Anybody that knows anything about a nursery knows that a man that can work nine hours a day in a nursery has not disability enough to have training, if a man can put in nine hours working in a nursery, which is the heaviest kind of work.

The CHAIRMAN. What was the character of your disability?

Mr. ROLLINS. Nephritis, and slightly gassed.

The CHAIRMAN. It is 100 per cent total disability?

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Mr. ROLLINS. Yes, sir.

The CHAIRMAN. You get how much, $100?

Mr. ROLLINS. I say I do not get anything while in training. I got $80 until I went into training—$80 compensation. We do not get any compensation from the war risk.

The CHAIRMAN. You get what would be the largest amount under the Federal board or the war-risk insurance. You surrendered how much when you went into training?

Mr. ROLLINS. $80 a month.

The CHAIRMAN. Now, what is your allowance?

Mr. ROLLINS. $80; we get $80 from the Federal board.

The CHAIRMAN. Have you something else to say?

Mr. ROLLINS. It seems like they have used this Botanic Gardens as a regular dumping ground, if a man gets his training there. After working hard six or seven months, to get rid of him, they dump him out at the Botanic Gardens. I accused Mr. Clark of that at this meeting when the 40 chairmen of the committees were there. There were about 40 of these chairmen. He admitted that it was used as a dumping ground.

The CHAIRMAN. You mean by that, if there was not any other place they could put the boys, they put them out there?

Mr. ROLLINS. That was the nearest place to get rid of them is the way it looked to me.

The CHAIRMAN. It would not be getting rid of them if they were out there?

Mr. ROLLINS. They did not have to look in there to place them. They got them out there and it seems like the board—if I go down there, they would say send him down right away. We will change him. They would send the day before the time for me to send a man down there. I would go back to the school and send him down. They would say, your health will not permit you, you had better stay outdoors and you stay there until you get good and strong. They would not send him to the board. These agents would tell him that in the board there. They were taking it on themselves to be medical advisers and advisers in every way.

The CHAIRMAN. Ordinarily, that might be good advice, to stay out in the open.

Mr. ROLLINS. Take Mr. Willis. The first time he was sent to the Brooklyn Botanic Garden. Brooklyn turned him back and said it was not the place for him. He went to the doctors, and the doctors said it was the worst place for him, at the Botanic Gardens. They told Willis, go out to the gardens and stay a few days and we will change you. When this man wanted to take that drafting course they said to him, that is the healthiest place to stay there. There is nothing the matter. He is physically healthy except he is shot through the shoulder and can not move an arm except across this way [indicating].

Mr. SEARS. How long have you been out of the hospital?

Mr. ROLLINS. July 5, 1919.

Mr. SEARS. Have you had any medical treatment since?

Mr. ROLLINS. Yes.

Mr. SEARS. Are you getting medical treatment now?

Mr. ROLLINS. Not since I have been in New York, but I had medical treatment just before I left Washington.

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Mr. SEARS. When did you leave Washington?
Mr. ROLLINS. About January 18.
Mr. SEARS. Where are you from originally?
Mr. ROLLINS. Maryland.
Mr. SEARS. You said you were a lineman?
Mr. ROLLINS. Yes, sir.
Mr. SEARS. What were your educational advantages before you went into the service?
Mr. ROLLINS. I went through the public schools here and two and a half years at the Maryland State College. It was the Maryland Agricultural College then.
Mr. SEARS. What course do you want to take?
Mr. ROLLINS. Landscape gardening. I put in for landscape architecture.
Mr. DALLINGER. Have the board refused to let you take a course in landscape gardening?
Mr. ROLLINS. No, sir. They gave me a course at Cornell University. Of course, I have been out of school since 1900, and I asked him what the qualifications were to get in there. They told me the bars were down, that the Federal board men could get in, and I told him, of course, it had been several years since I was in school, and I told him then that I would like to see the qualifications, and then the man at the central office advised me to go to the New York Botanic Gardens and take up landscape gardening there—that was next to Cornell in landscape gardening—that there were men there that would teach me architectural work so that I could use it.
Mr. DALLINGER. Are you satisfied with the instructions you are receiving?
Mr. ROLLINS. Not now. Prof. Boynton is willing if they will take the men out, the men that do not want that; take them out, to go the limit. He is trying every way. He said if the board would treat him right, take these men out and give him a chance, with some latitude, that he would form a regular landscape gardening class and carry it through; but I just have his word for it. He said they have not been paid since last December, and he does not know what they are going to do.
Mr. DALLINGER. Who runs this botanic garden?
Mr. ROLLINS. I believe it is run by a society.
Mr. DALLINGER. A private corporation?
Mr. ROLLINS. No; half city and half society, I think. I do not know just who pays the expenses of it. I have never gone into that.
Mr. DALLINGER. How many of these men that are unsatisfactory, that are unsuited to the work, are there at the present time to your knowledge?
Mr. ROLLINS. I do not know. Here is a list of the ones marked unsatisfactory and there are men there that need it; 27 men altogether.
Mr. DALLINGER. How many of these do you think are getting any good out of the training?
Mr. ROLLINS. Well, it will not do any of these men any good. They don't want it. It is money thrown away.
Mr. DALLINGER. How many of the 27 do you think like the work—like the training and intend to get something out of it?

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Mr. ROLLINS. None of the 27. They all want to but are "unsatisfactory." Those marked "unsatisfactory" are not suited to the course.

Mr. DALLINGER. I understood you to say 27 in all?

Mr. ROLLINS. Twenty-seven that don't want it. We have about 50.

Mr. DALLINGER. The other 23 are satisfied?

Mr. ROLLINS. Satisfied to stay there. They will all be satisfied as soon as they are suited.

Mr. DALLINGER. In other words, if this professor could get the Vocational Board to take away the 27 men who are unsuited for the training and do not like it, that he would form a class with the other 23?

Mr. ROLLINS. Yes, sir.

Mr. BRAND. How old are you?

Mr. ROLLINS. I am 39; I will be 40 in December.

Mr. BRAND. How did you get into the war?

Mr. ROLLINS. I enlisted.

Mr. BRAND. At the age of 39?

Mr. ROLLINS. I was 38 when I enlisted.

Mr. BRAND. Are you a man with a family?

Mr. ROLLINS. No, sir.

Mr. BRAND. You said that one man down there had tuberculosis, that was put into clerical work?

Mr. ROLLINS. Yes, sir.

Mr. BRAND. How do you know he had tuberculosis?

Mr. ROLLINS. His case was tuberculosis.

Mr. BRAND. How do you know that, of your own knowledge?

Mr. ROLLINS. I do not know, only what he said.

Mr. BRAND. You have just his word for it?

Mr. ROBBINS. Yes.

Mr. BRAND. You also stated that the doctors told a lot of those boys that the Botanical Garden was a good place for them?

Mr. ROLLINS. He told one man. I said one man, Willis.

Mr. BRAND. Did you hear the doctor say that?

Mr. ROLLINS. No, sir.

Mr. BRAND. Who told you that?

Mr. ROLLINS. He told me that himself. I wrote the note and gave it to Mr. Clark.

Mr. BRAND. I just wanted to get the source of your information. You say all those men were sent down there by the board were notified to go to that place. Who told you that?

Mr. ROLLINS. The professor there said himself they were fitted.

Mr. BRAND. Professor who?

Mr. ROLLINS. The professor of the school.

Mr. BRAND. Were you present when these boys went to the board from time to time to be assigned?

Mr. ROLLINS. No. I did not know them until they came up there.

Mr. BRAND. Then you would not know what occurred between them and the officers of the board who sent them down there?

Mr. ROLLINS. No, sir.

Mr. BRAND. You do not know what they told the officers?

Mr. ROLLINS. No, sir.

Mr. BRAND. Or what the officers told them?

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Mr. ROLLINS. No, sir.

Mr. BRAND. Then all your information is from these men themselves?

Mr. ROLLINS. From the men themselves; yes, sir. It seems like this committee has a kind of impression that the men that went overseas were mentally crippled.

Mr. BRAND. I was trying to show that your knowledge was offhand and was all hearsay testimony?

Mr. BRAND. You were not at the New York office at any time when your men were there?

Mr. ROLLINS. No.

Mr BRAND. How do you know but what they went down there of their own consent?

Mr. ROLLINS. Went down where? They told me they went there against their will. I just had their word for it. I was made chairman of that committee to look out for their interests and they told me what they asked for. They told me that the board put them off and it would be two weeks or a month before the board could place them. They got nervous after they were there so long without getting other places and asked me to see about it.

Mr. BRAND. You do not know but what they consented to go down there in the first instance, of your own knowledge?

Mr. ROLLINS. They were sent down there and some of them stayed a couple of weeks. I did not run the board. I can not tell you anything about that.

Mr BRAND You did not know anything about it there?

Mr. ROLLINS. I do not think anybody does.

Mr. BRAND. Your testimony is entirely hearsay?

Mr. ROLLINS. First I talked with these men. I was representing these men before the board.

Mr. BRAND. I do not say you are misrepresenting them.

Mr. ROLLINS. I was representing these men and I asked them to give me the facts and they told me they wanted to change the course. That is all I know. I do not know how they get through the board. I do not see how anybody got through the New York office.

The CHAIRMAN. You must realize that the committee is entirely unprejudiced in the matter and is trying to get the facts and some of the questions might seem a little antagonistic.

Mr. ROLLINS. It seems from a lot of the questions that you take these soldiers who whipped the Germans to be mental cripples. It seems like you think that the board is better able to advise them what course they could take than the men themselves. A man 20 or 30 years old, I think he is old enough to know what he want to do in his future life. If he does not know then he never will. No man can tell him.

The CHAIRMAN. Of course, there is some ground for a diversity of opinion. The men of age probably would know what they could do. We know they would ask for what they wanted to do believing that they could do it and it is still a question whether a great deal of this complaint about being misplaced is not on the boys as well on the board. There is still some doubt on my mind about that.

Mr. ROLLINS. There could not be any doubt in this way, that the man went down there that could not talk English and is going to

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hear lectures in botany in English, I do not see how that man—if he is not misplaced there, where he would be misplaced.

The CHAIRMAN. If your statement is true I would agree with you.

Mr. ROLLINS. We have several of them there. I could bring one of them that does not even speak English.

Mr. DONOVAN. Supposing a man can not speak English. There are two sides to the science of botany, theory and practice.

Mr. ROLLINS. Yes, sir.

Mr. DONOVAN. I want to ask you about this. You state there are 27 names here on this list.

Mr. ROLLINS. Yes, sir.

Mr. DONOVAN. I count 25. Two are stricken off.

Mr. ROLLINS. I counted one, William J. O'Brien.

Mr. DONOVAN. And Holt.

Mr. ROLLINS. Holt, I do not know anything about.

Mr. DONOVAN. It does not appear here what the medical finding was on the disability of any of those men. I will hand the paper back to you. [Handing paper to witness.] That does not show what the medical finding was in any instance of those 25 remaining names on that sheet?

Mr. ROLLINS. No, sir.

Mr. DONOVAN. Do you know, as a matter of fact, what the majority of the medical findings were as to their disabilities?

Mr. ROLLINS. No; I am not the board. Mr. Clark is the one to answer that.

Mr. DONOVAN. Assuming that some of those men on that list had tuberculosis or any disease whereby they would be benefited by outdoor life and engaging in that occupation; do you think then that the board would make a mistake in assigning these men there with the idea primarily of keeping them in the open air and trying to buck them up by some employment that would occupy them and keep their minds off of their disability?

Mr. ROLLINS. I can not agree with you there.

Mr. DONOVAN. I do not know as to you agreeing with me, but it is whether you think the board should be criticized, assuming what you have stated to be the fact.

Mr. ROLLINS. I can tell you of two cases.

Mr. DONOVAN. If you will pardon me a moment, I am simply asking you, assuming that that is so, and if there are none, my assumption is improperly predicated. If there is any it is a fair inference. If you do not know, you can not enlighten us on that.

Mr. ROLLINS. I can enlighten you. I know of the Denny Greebler case.

Mr. DONOVAN. What effect would that have upon him physically and what effect mentally?

Mr. ROLLINS. Not mentally, no. I do not think there are any mental cripples out there at all. I think they are very able to know what they want.

Mr. DONOVAN. Is it not a fact that in some instances, not in a great many, that a man that has been gassed gets tuberculosis sometimes as the second result of his being gassed?

Mr. ROLLINS. May be it is, sometimes.

Mr. DONOVAN. If that is so, and if any of these men are among that class or type, do you think that the board made a mistake in sending

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the men to a vocation which gave them an outdoor life and still an occupation, either by attending the lectures or by doing some of the practical work, that they made a mistake in doing that or sending them there?

Mr. ROLLINS. Here is Edward Downey.

Mr. DONOVAN. You are not answering the question.

Mr. ROLLINS. What is that?

Mr. DONOVAN. Whether you think that in the case you refer to of the man that was gassed, if there were any others with tuberculosis, sometimes following as a result of that, that any case of that character where the board sent a man to the Botanic Garden for outdoor air and life, that they made a mistake in putting them where they could get good open air and at the same time have employment in a reasonable occupation?

Mr. ROLLINS. I am not a doctor and could not say.

Mr. DONOVAN. What is your opinion? I am not a doctor, either.

Mr. ROLLINS. I would not want to pass an opinion.

Mr. DONOVAN. What is your guess?

Mr. REED. I make the point of order that a man under oath is not required to guess.

The CHAIRMAN. The point of order is sustained.

Mr. DONOVAN. I reply to the point of order that these witnesses had all been guessing here, and if the gentleman from New York is going to make that ruling I insist from this time on that it be carried out with every witness who is heard.

The CHAIRMAN. A member of the committee would not ask a witness to guess.

Mr. DONOVAN. Of course, I would give way to the senior and learned chairman.

Mr. ROLLINS. This boy Downey was gassed and has tuberculosis. He wants poultry farming. That would be outdoors. He wants to raise poultry. He expects to start in business and he wants to learn all about poultry. Some of these men out there expect to start in business and do not expect to work or be laborers for somebody. It is in their minds to be in business for themselves, I am sure.

Mr. DONOVAN. I think that is a right and proper ambition.

Mr. ROLLINS. The board has practically told this man Edward Downey that, and he wants to start in the poultry business.

Mr. DONOVAN. Why have they not placed this man at a school for the poultry business?

Mr. ROLLINS. They are sending students to a farm in Connecticut that is taking students. I got that from Mr. Pyles. He told me he was going to send these men down there, but they have not gone yet. I do not know why it is.

The next is Hugh Fagan, a man that wants farming; is what he would like to have.

Mr. BURROUGHS. I was not here when you first took the stand. I did not hear your statement as to where you live?

Mr. ROLLINS. My home is in Maryland.

Mr. BURROUGHS. What officials of the board have you come in contact with; any?

Mr. ROLLINS. What officials?

Mr. BURROUGHS. Have you come in contact with any officials of the Vocational Board at all, anywhere?

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Mr. ROLLINS. Yes; in the Washington office. I can speak of one because he is a minor clerk, a man who helped me through in this Washington office. He is a minor clerk. He gave me the tip how to get through.

Mr. BURROUGHS. Who was that man?

Mr. ROLLINS. It might cause him some trouble, but he is one man whom I met in the whole Vocational Board that has tried to help a man through.

Mr. BURROUGHS. I was just going to ask you in my next question what your experience had been, whether you had found that the men that you had come in contact with had an attitude of hostility or an attitude of impatience and not of sympathy with the men. Has that been your experience?

Mr. ROLLINS. All except this one instance that I told you about, and that is just a minor clerk. The board has got Jerry beat maneuvering to cut you out. It seems queer to me, after I was discharged as total disability, and was six months in getting it through, and before I was discharged the man at the Walter Reed Hospital representing the Vocational Board had the whole data of my case, and he told me, "You will get your training in at least a month." I saw some of the other fellows who had waited, and I went to work and waited a month. I went back to the board again here in Washington. They never heard of me, and I made another application. I had to go in there and get it again. I was there from the 5th of July until late in December, when I got it, and it was six months; it was with total disability.

Mr. BURROUGHS. If that is a fact, it does seem like a long time to wait. I agree with you on that.

Mr. ROLLINS. I went to a lot of trouble at Walter Reed to get all that data. I was in the military service, and you have to use a lot of respect to get it from these officers, and have to catch them in a good humor to get it. I got them to give me the data and went to a lot of trouble to get all this together, so that my case would go right straight through.

Mr. BURROUGHS. I do not think it was the idea or intent of Congress in passing of this law that men should wait for the determination of their cases.

Mr. ROLLINS. No.

Mr. BURROUGHS. They should not wait anything like such a length of time as that.

Mr. ROLLINS. It seems to me that the law would be all right if it had been carried out. It is a failure to carry it out.

Mr. BURROUGHS. That is all.

Mr. ROBSION. What is the name of that institution?

Mr. ROLLINS. The New York Botanic Gardens.

Mr. ROBSION. What age man is that professor?

Mr. ROLLINS. I should say Prof. Boynton is between 35 and 40.

Mr. ROBSION. Does he appear to be willing to see the men and well suited to give the training that you went there to receive?

Mr. ROLLINS. Yes, sir. He is a professor from Cornell; I would not say for sure.

Mr. ROBSION. You know, without hearsay, that there are about 50 men?

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Mr. ROLLINS. I know there are 50 of them.

Mr. ROBSION. You know that there are about 27 that ought not to be there?

Mr. ROLLINS. Yes, sir; that do not want to be there.

Mr. ROBSION. And about 23 out of the 50 that are suitable for that training?

Mr. ROLLINS. They can get up a good course. He is going to have two courses; one, landscape gardening, and one at the greenhouse; so that if a man wanted to manage estates he could teach them that, and the other men that wanted landscapes could take landscapes.

Mr. ROBSION. You claim that the Government is paying for these 27 men there, and it is no advantage to them—it is a loss to the Government and a loss to them?

Mr. ROLLINS. They have not paid since September.

Mr. ROBSION. A promise to pay—an obligation to pay.

Mr. ROLLINS. Yes; they are paying for men there that it is practically throwing money away.

Mr. ROBSION. So that out of 50 the Government is obligating itself for half of it is lost?

Mr. ROLLINS. Yes, sir.

Mr. ROBSION. You spoke about being called upon to work at other places unnecessarily. I did not get your statement as to that. You need not go into it in detail too much.

Mr. ROLLINS. That was Lewis & Valentine. Mr. Pyles told me that Lewis was a personal friend of his. Lewis came out there with Mr. Pyles and wanted 10 or 20 men to take down to the nursery to work.

Mr. ROBSION. Where was that nursery?

Mr. ROLLINS. Rosyln, Long Island.

Mr. ROBSION. What character of work?

Mr. ROLLINS. To work nine hours to do nurserying. Mr. Lewis himself said it is nine hours a day and if you are physically disabled so that you can not work nine hours a day I do not want you, because I have to board you.

Mr. ROBSION. What were you men to receive for that work?

Mr. ROLLINS. The board.

Mr. ROBSION. To receive your board?

Mr. ROLLINS. Yes, sir.

Mr. ROBSION. And what were you to receive in the way of instruction out there?

Mr. ROLLINS. He said they had no teachers, that you could pick it up by working; you could see how trees are dug up and take them up and ship them out.

Mr. ROBSION. Just to do physical manual labor?

Mr. ROLLINS. To dig up and box trees and ship them out; just regular nurserying.

Mr. ROBSION. Was that nursery farm to pay the board or anybody else anything?

Mr. ROLLINS. I can not say what dealings they had with the board.

Mr. ROBSION. Who was this Mr. Pyles you talked about?

Mr. ROLLINS. He is the follow-up man.

Mr. ROBSION. Is he connected with the Vocational Board in New York?

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Mr. ROLLINS. Yes, sir.

Mr. ROBSION. Trying to get you men to go out on the farm nurserys to do manual labor?

Mr. ROLLINS. Yes; and they told some of them if they did not go there they would have to get out.

Mr. ROBSION. Did you say he was related or a particular friend of this nursery firm?

Mr. ROLLINS. I heard him say that he is a particular friend of Mr. Lewis. He is not related, as far as I know.

Mr. ROBSION. What caused the men not to go after he told them if they did not go they would have to get out?

Mr. ROLLINS. He got 10 names a couple of days after that. I did not say anything then. The students got together and elected me as their representative, and then I advised them not to take it. I told them that I knew what the nursery was and knew that it was just hard manual labor and they would not gain anything by going out there.

Mr. ROBSION. Did that include this fellow that wanted a course in poultry?

Mr. ROLLINS. It included that and also the automechanic.

Mr. ROBSION. And the one that wanted drafting?

Mr. ROLLINS. It included all the auto mechanics and everything else.

Mr. ROBSION. You stated that you were in the meeting when Mr. Clark, of the vocational board of New York, was present?

Mr. ROLLINS. Yes, sir.

Mr. ROBSION. Who else was present?

Mr. ROLLINS. The chairman was present. I suppose there was 40 men there. I do not know how many chairmen were there from the schools.

Mr. ROBSION. You say they were using this botanic-garden plant to educate the men?

Mr. ROLLINS. In the case of a great many of them that might be a help.

Mr. ROBSION. I believe you further stated that there were Japanese, Germans, and Italians in this botanic garden who could not understand English and were being taught?

Mr. ROLLINS. I did not say the Jap. He can understand English perfectly and wants to take a commercial course.

Mr. ROBSION. He is at the botanic garden?

Mr. ROLLINS. Yes, sir. He went down one Saturday morning and thought he was going to get a commercial course. He went down there, and Mr. Pyles sent him to a Japanese exporter on Twenty-third Street. The exporter said he was to work with the truck in the warehouse, and he picked up and said that is not a commercial school.

Mr. ROBSION. They are undertaking to instruct men there in English when they cannot understand English?

Mr. ROLLINS. No; they can not. There are a lot of them that can not understand English. Some of them cannot understand English at all, and some have only been to the fifth or sixth grade, and the lectures in botany and the Greek words float over their heads.

Mr. ROBSION. How long have those 50 men been there?

Mr. ROLLINS. Two or three have been there over a year.

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Mr. ROBSION. You say there is one man there who did not want to take that training and it is not suited to him, and he has been there about a year.

Mr. ROLLINS. I said there was such a man named O'Neil. I do not know how long he has been there. He has been there a long time.

Mr. ROBSION. What was your general impression of the board in New York? You were a representative of these men. You met them and dealt with them.

Mr. ROLLINS. I would hate to give you my opinion.

Mr. ROBSION. I want to know it.

Mr. ROLLINS. My opinion is this, that every time I went to see them they shifted me from one man to another and that man would say, "I will see you in a moment," and he would go on talking about dances and parties, and I was having to wait until he talked about the dance to his fellow clerks, and when he got through he would talk to me. If you go there in the afternoon, he would talk about the party he was going to go to that night.

Mr. ROBSION. You believe the board is inefficient?

Mr. ROLLINS. The whole board, I think, is inefficient.

Mr. ROBSION. And incompetent and careless.

Mr. ROLLINS. Yes, sir. I was in the Government service myself, and I know the Government clerks; they do not kill themselves with work. But that is the worst place I ever did see.

Mr. ROBSION. How many clerks were there?

Mr. ROLLINS. I imagine about 300.

Mr. ROBSION. When you were in Washington, you said some clerk helped you to get your case through when you went to see some one at the central office.

Mr. ROLLINS. Mr. U. Grant Smith.

Mr. ROBSION. What did you get from him?

Mr. ROLLINS. He told me my case had gone through two weeks before, and I guess I would have waited yet if this fellow had not given me the tip to go up and see him.

Mr. ROBSION. Had you left your correct address?

Mr. ROLLINS. Yes; my address was in Washington here.

Mr. ROBSION. What explanation did Mr. Smith offer for your report not having been sent out?

Mr. ROLLINS. He blamed it on the Baltimore office. He said he had notified the Baltimore office and it was up to them to notify me.

Mr. ROBSION. Are you prejudiced against the board?

Mr. ROLLINS. No, sir; not prejudiced in any way.

Mr. ROBSION. Are you giving the facts and the situation just as you see them and just as they are?

Mr. ROLLINS. Yes, sir.

Mr. ROBSION. You have not overdrawn them?

Mr. ROLLINS. No, sir. I do not think you could hardly overdraw the condition of the Botanic Gardens at all.

Mr. ROBSION. Your statement is that these 25 or 27 men that ought not to be there have caused not only a loss and waste of time to them and the Government, but it has hindered the other 25 men from being properly organized and getting the benefit of the training. Is that true?

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Mr. ROLLINS. Yes, sir; it just upsets the whole school. These men would be listening to the lecture and three or four men talking and you could not get anything out of the lecture that way.

Mr. ROBSION. Is there any indication whether this situation will be improved in the near future; I mean outside of mere promises?

Mr. ROLLINS. I just got the promise that they would take them away, but that promise was made a month ago, and they are still there.

Mr. ROBSION. That is all I have.

Mr. SEARS. Who did you see in the main office in Washington besides Mr. Smith?

Mr. ROLLINS. I went to see another man there—I couldn't say who he was. I don't know his name now—I don't remember.

Mr. SEARS. Was he a clerk?

Mr. ROLLINS. No; I think he had something to do with the—well, with advising, you know, sending out men. He was an advisor. He was the one that advised me to go to the Botanical Gardens, in New York.

Mr. SEARS. You do not know who that was?

Mr. ROLLINS. I do not know.

Mr. SEARS. Those are the only two you saw here at the main office?

Mr. ROLLINS. At the central office; yes, sir.

Mr. SEARS. You said you worked for a month—I don't want to tire you, but after you came out of Walter Reed, I believe, you said you worked for a month?

Mr. ROLLINS. No; I said I went to work in the register's office of the Treasury. I worked from the 17th of July until the 1st of January. I resigned on the 1st of January, after I got my vocational training through.

Mr. SEARS. Well, what did you get while you were working at the Treasury, how much?

Mr. ROLLINS. Well, I got $1,000 a year. I was rated $1,000 a year, and then the $240 bonus.

Mr. SEARS. And you stayed from the 17th of July until when?

Mr. ROLLINS. Until the 1st of January.

Mr. SEARS. Until you got your training?

Mr. ROLLINS. Until I got my training through, and then I thought the main trouble was over, until I got to New York.

Mr. SEARS. You had a position at $1,000 a year. What were you doing particularly?

Mr. ROLLINS. I was a clerk in the register's office.

Mr. SEARS. You said you worked—had you ever worked in the department here before?

Mr. ROLLINS. Well, yes; for the Government.

Mr. SEARS. When?

Mr. ROLLINS. Well, I think back in 1904, something like that.

Mr. SEARS. What did you do at that time?

Mr. ROLLINS. Well, I worked in the parks. I worked for the public buildings and grounds.

Mr. SEARS. Along the line of work that you wanted to take up?

Mr. ROLLINS. Yes.

Mr. SEARS. That is all.

Mr. ROBSION. Were you a volunteer in the Army?

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Mr. ROLLINS. Yes, sir; I was in Battle Creek, Mich., and I heard that the Third Infantry was going to be the first to go into Europe, and I came from Battle Creek to Fort Myer, Va., and enlisted.

The CHAIRMAN. You are excused, Mr. Rollins.

The committee will stand adjourned until 10 o'clock to-morrow morning; and I would like to have the witnesses who are here and expect to testify to come in, and we will hear you at 10 o'clock. Then, any other witnesses that appear, we will have them in the afternoon.

Mr. DONOVAN. Before adjourning, I would like to state that I have to attend to-morrow morning a meeting of the War Expenditures Committee at 10 o'clock, and I will not be able to be here. I will come when that session is concluded.

Mr. LITTLEDALE. There is one gentleman here that we would like to have you hear this evening, if you can, Mr. Chairman, as he can not come back.

STATEMENT OF MR. JOHN O. ROBINSON, TODDVILLE, MD.

(The witness was sworn by the chairman.)

The CHAIRMAN. Mr. Robinson, you may make your statement, and make it as brief as you can.

Mr. ROBINSON. Will you speak a little louder, please?

The CHAIRMAN. You may make your statement to the committee, and make it as briefly as you can. The adjourning time is here, and we are staying for your sake only.

Mr. ROBINSON. Well, my first experience with the board was about July, I think.

The CHAIRMAN. This year?

Mr. ROBINSON. 1919. But my experience has been so long ago that I have almost forgotten it; of course I have all this data at home, but they wrote me to come to their office in Baltimore——

Mr. REED (interposing). Did you say 1918?

Mr. ROBINSON. I should say 1919.

Mr. REED. I thought you meant that.

Mr. ROBINSON. Yes. And they interviewed me and asked me what I would prefer to take up, so I decided my course and about a month afterwards they called me in again and interviewed me about this course and kept calling me and telling me that I would not have to return, but I imagine I was in there about six times, and they finally told me my case was decided, and a member of that board wrote me——

Mr. SEARS (interposing). You said you were there several times. Where?

Mr. ROBINSON. In the Baltimore office. A member of the board—and I don't want to give his name, because I think he was one of the few men of that board that has the spirit of that law for the disabled soldiers—he wrote me a letter stating that my case had been approved, and I would be notified of the same in a few days, but I was never officially notified, only through this one member of the board, and I called in again at the office, and they looked up—or finally the training department told me that they had approved my case for two years' training at the Maryland State Agricultural College, and

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in that way did not state what section they were going to give me, but I was applying for section 2. So this man wrote me and said, "Your case has been approved for a two-years' course at the Maryland State College." And he didn't state in there what section it was going to be, but I was applying for section 2, and I came back to see him, and he told me to take out for a four-years' course, because I was entitled to it under the law—this member of the board—and he advised me in going back to the doctor—what poisoned my mind against the board was that he said, "You will have to be very careful in going to this doctor or he will give you a raw deal." In other words, he made me believe that the doctor would not give me a fair examination when I went to him.

The CHAIRMAN. Was it a member of the board, you say?

Mr. ROBINSON. Yes, sir; a member of the board, and the doctor examined me and he told me—I knew nothing of the examination, but the man told me to appeal that case for four years, and I, upon his recommendation, did so. It came down to the Washington office and they disapproved any training other than section 3, and I am a man with dependents and I could not accept it.

I still kept looking after the case, advised by this man to keep on fighting, and I came down to the central office, and I saw Mr. Lamkin, I think it was, who treated me very nicely, very courteously, and he referred me to a member in his office—some member of the board in his office—I can't recall his name, but I was trying to show him my disability and he paid no attention, and he told me it was cheaper for the Government to pay me $6.50 a month than it was to pay me $80 for training.

The CHAIRMAN. What did he mean by that?

Mr. ROBINSON. Well, he considered it on a business basis, the way I took it—that it was cheaper. The Government was giving me then $6.50 compensation—no, I beg pardon, $4.50 compensation—and he looked at it, as I understood him, considered it as a business transaction, that it was cheaper, not as a question of vocational education, for the Government to pay that.

The CHAIRMAN. What was your disability?

Mr. ROBINSON. I am suffering from chronic neurasthenia and bone induction. The ear bones in my ears are impaired, as the medical examination showed. This ear is practically gone [right] and this one is affected somewhat [left].

The CHAIRMAN. What per cent of disability have you?

Mr. ROBINSON. I am getting 25 per cent now, but I appealed the case again, and then Mr. Magee writes me a letter where he says—I have his letter—this was taken up through the office and he said before I could receive such training I must prove that the disability upon which I based my claim was in line of duty, and the A. G. O.'s office shows that I was discharged with no disability. So after he had charged me with that I sent him the award of my compensation, and also wrote to the A. G. O. and asked him to furnish the Federal Board for Vocational Training with the cause of my rejection from the Army, or the disability from the Army, and I received later a letter from Adjt. Gen. Harris that he had furnished the board with this necessary information, and this was furnished to the board, to the best of my knowledge, in December. I received a letter a few

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days ago from Mr. Magee stating that he has not received the information, and I asked—I could not go to the office personally and get my disability because it is against the rulings of the War Department, I guess, to give a man his own medical record—but I showed him where it had been sent and asked him to send a representative there and get this information, but my award of compensation, to my knowledge, is the evidence of my disability. That seems to be the case.

The CHAIRMAN. Who is Mr. Magee?

Mr. ROBINSON. He is the district vocational officer.

The CHAIRMAN. Where?

Mr. ROBINSON. In Baltimore.

The CHAIRMAN. Has any member of the committee any questions?

Mr. DONOVAN. I will ask just one, if I may. You just referred to the fact that one young man in the department told you that you would not get a fair deal from some doctor——

Mr. ROBINSON (interposing). I can't hear you.

Mr. DONOVAN. As I recall, you testified that some young man had told you that when you went to the doctor's to submit yourself for examination, he did not think that you would get a fair deal, and that poisoned your mind. I think you stated that a member of the board said that. You meant, did you not, somebody in the employ of the board in Baltimore, or was it actually a member of the Vocational Board here in Washington?

Mr. ROBINSON. It was a member of the Vocational Board in Baltimore who told me that he believed the boys were getting a rotten deal, and to be very careful with that doctor. In other words, he told me to put on a disability that I had not.

Mr. DONOVAN. My point was that it was not one of the central office board men that told you that, but a man in Baltimore?

Mr. ROBINSON. In Baltimore; yes sir. And the question is that I am asking section 2 training. Now, my disability has been marked by the Vocational Board in Washington No. 4, as a major permanent, and also major permanent by the District—major temporary, I think my record shows by the Baltimore office, and also the Public Health Service examiner inserted in his report that "this man is unable to follow the vocation for which he was trained." But still the Baltimore office, I understand, now claims that I am not vocationally handicapped. The first case said it was not in line of duty, and I have established that. Now then they say it is not a vocational handicap.

The CHAIRMAN. What are you doing now?

Mr. ROBINSON. I am taking care of a club room.

The CHAIRMAN. You are waiting for training?

Mr. ROBINSON. I am still appealing my case; yes, sir.

The CHAIRMAN. You have been denied training?

Mr. ROBINSON. Yes, sir; I have been denied section 2 training three times.

The CHAIRMAN. But you could get section 3, could you?

Mr. ROBINSON. Yes, sir; they offered me section 3.

The CHAIRMAN. Have you a family?

Mr. ROBINSON. No, sir. I have a mother dependent upon me.

The CHAIRMAN. You could not take section 3 because it does not have any allowance?

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Mr. ROBINSON. Yes, sir.

The CHAIRMAN. Mr. Robinson, you apply to the clerk and get your voucher.

Mr. REED. Just one question. I am very anxious to know—would you just as soon disclose the name of that doctor who it was claimed would give you a raw deal?

Mr. ROBINSON. Well, I would not like to create that disturbance, because this man in the board was one——

Mr. REED (interposing). I don't mean the man on the board, but I mean the name of the doctor.

Mr. ROBINSON. I don't know his name, but I would rather have gone to an Army officer and taken an examination, because he was hard boiled.

Mr. REED. What I am after is to try and get the name of the doctor.

Mr. ROBINSON. The examining doctor over in Baltimore?

Mr. REED. Yes. Do you know his name?

Mr. ROBINSON. No, sir; I don't. I suppose the records would show his name.

Mr. REED. What was the date of this examination? I want to try and locate this doctor.

Mr. ROBINSON. I think it might have been in July.

Mr. REED. Of 1919?

Mr. ROBINSON. Yes; it seems to me it was.

Mr. REED. Were there any other examining doctors there, so far as you know, at that time?

Mr. ROBINSON. No, sir; there were not. He was the only doctor. And I told him about being advised by this man, and he wanted to know who it was, and I told him no; I was too much of a soldier to give a man away that was trying to do something for me.

Mr. BURROUGHS. What were you trained for?

Mr. ROBINSON. I am a teacher.

Mr. BURROUGHS. That was your business before you went into the service?

Mr. ROBINSON. Yes, sir; all my life.

Mr. BURROUGHS. What were you teaching?

Mr. ROBINSON. I was teaching high school.

Mr. BURROUGHS. In Baltimore?

Mr. ROBINSON. No, sir; in the State of Delaware. I was supervisor of a high school, and I taught mathematics and some Latin.

Mr. BURROUGHS. What sort of work, what sort of a trade was it you wanted to be trained for?

Mr. ROBINSON. Well, I asked for civil engineering, but I am willing to do anything that will overcome this handicap. Anything at all that they can show me that I can be as efficient as I was before the war I am willing to accept.

The CHAIRMAN. The committee will stand adjourned until 10 o'clock to-morrow morning.

(Whereupon, at 5.50 o'clock p. m., the committee adjourned until 10.30 o'clock a. m., Thursday, April 1, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Thursday, April 1, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will come to order.

STATEMENT OF MR. J. W. LYSONS, REPRESENTING THE ELKS' WAR RELIEF COMMISSION.

The witness was duly sworn by the chairman.

The CHAIRMAN. Give your name and address to the stenographer.

Mr. LYSONS. J. W. Lysons. My home is in Seattle. My present address is the Elks' Club, New York City.

The CHAIRMAN. You may detail in your own way your experience with vocational rehabilitation.

Mr. LYSONS. I am here at the request of your committee as a representative of the National Elks' War Relief Commission, which has a sort of cooperative or partnership arrangement with the Federal Board for Vocational Education. I should like to state briefly the connection between the commission and the Federal board and the reasons and the purposes, or the purposes and objects, of the commission in going into this vocational work.

The CHAIRMAN. We would like to have you state it.

Mr. LYSONS. The Benevolent and Protective Order of Elks, as you probably know, is purely and exclusively an American organization. Its membership is limited to white male citizens of the United States and its subordinate lodges are limited to the United States or its possessions, with 1,370 subordinate lodges in 1,370 cities. The National Elks' War Relief Commission was created at the grand lodge session of the Elks in Boston in July, 1917. Previously a delegation of grand lodge officers and members had made an official visit to the President, tendering the entire resources of the order to the President in helping to win the war, and the next official action by the order was that taken at the Boston session of the grand lodge when a fund of $1,000,000, in the form of assessments upon the membership of the order, was levied and the Elks' War Relief Commission was created to collect that fund and disburse it.

That commission was made up of some of the leading members of the order. Mr. John K. Tener, a former Member of Congress and ex-governor of Pennsylvania, was made chairman of the commission. Mr. Joseph T. Fanning, of Indiana, who has been for a number of years prominent in business and financial circles in New York City, was made secretary. The other members were the late Judge Jerome

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B. Fisher, of Jamestown, N. Y.; Mr. James R. Nicholson, of Boston; Mr. Edward Rightor, of New Orleans; Mr. Fred Harper, of Lynchburg, Va.; and Mr. Bruce A. Campbell, of East St. Louis, Ill. All of them are past grand exalted rulers of the order, and all of them are men who have been successful in public affairs and in business and commercial pursuits.

This commission constructed and donated to the Government a reconstruction hospital in Boston. They equipped and outfitted completely two large base hospitals in France. They built a community house at Camp Sherman for the use of the parents of the boys who were sick there during the time of the influenza epidemic. The commission donated $60,000 to the Salvation Army and assisted substantially in raising about $4,000,000 throughout the country under the auspices of the subordinate lodges for the Salvation Army.

The signing of the armistice left the commission with considerable money on hand which was not otherwise committed; and among the almost innumerable propositions submitted to the commission for the use of this money was one that came from the Federal Board for Vocational Education, through Dr. Prosser, who was then director of the board. Dr. Prosser represented to the commission that there were many thousands of American boys disabled in the war who could not be taken care of under the law passed by Congress for vocational training. Those cases included especially the American boys who had enlisted with the armies of the Allies and who had been wounded in the service and also boys in our own Army who were disabled or wounded while in the service, but while technically not in line of duty and therefore outside of the purview of the law.

Dr. Prosser also pointed out that the law provided that aid or assistance could be accepted by the board from private agencies in carrying out the purposes of the law. After thoroughly considering all of the propositions submitted to them the members of the commission decided unanimously that no better use could be made of the money they had remaining on hand than to devote it to the Government's vocational training program. So, a fund of $100,000 was set aside by the commission as a donation to the work of rehabilitation; that is, for the full support and training of American disabled boys who were outside of the purview of the law passed by Congress.

The CHAIRMAN. That was a donation and not a loan?

Mr. LYSONS. That was a donation. The maximum sum of $200,000 was then set aside as a revolving fund to be loaned to boys in training under the provisions of the law passed by Congress but who were from time to time temporarily in need of financial assistance.

The CHAIRMAN. Would that loan be made directly to the boys from the Elks' organizations or through the board?

Mr. LYSONS. I will explain that. Of course, you understand, and as Dr. Prosser pointed out to the commission, Government funds can not be paid out in advance of service rendered, and a good many of those boys were unable to enter upon training because they did not have money enough to provide for their first month's expenses. Some needed clothing and other necessities. So this fund was turned

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over by the commission to an official who appears on our records as custodian of the Elks' fund. Dr. Prosser was designated as such custodian by the commission. This money was deposited as needed in the name of the commission in one of the banks of Washington, D. C., and is paid out by the custodian of the fund—paid out for the Elks War Relief Commission and the custodian draws on that fund as he needs it, keeping sufficient on hand to provide for the needs for a certain limited period. As that is reduced from time to time he receives additional funds from the commission. This revolving fund, or the loan fund, as it is called, is, of course, replenished from time to time. The figures up to the first of March show that at that time there were 74 cases on the support fund of the Elks War Relief Commission.

The CHAIRMAN. What date was that?

Mr. LYSONS. February 28. That is the last date that I have for these figures. We will have the figures in two or three days, down to the first of April. At that time there had been paid out from the support fund $18,947.19, and there had been commitments for those 74 cases amounting to $75,813.30. That, of course, was to provide for the full training and support of these boys through the courses assigned to them. On the 28th of February there were approximately 26,000 boys in training; that is, the total. The records at that time showed that there had been 22,574 separate instances in which these boys had received financial assistance from the Elks fund. The total amount loaned up to that time was $404,340.80, of which amount there had been repaid $268,587.64.

The value of this loan fund is such that letters we have from boys who have received help and from officials of the Federal board indicates that there are perhaps thousands of boys in training who either could not have entered upon the training courses or could not continue in them except for help received from some such source as this. Some officials of the Federal board have even gone so far as to say that this assistance they have had from the Elks' fund has been so valuable that it has gone very far towards assuring the success of the work, and some of them say that in their opinion without some help of this kind the work would have failed.

The CHAIRMAN. Would you state in connection with that that there was any lack of funds on the part of the Congress that made it necessary for the board to go outside to get it?

Mr. LYSONS. Well, it is apparent that some help of this kind was needed to get anything like efficiency in this vocational training work. That is, there are hundreds, perhaps thousands, of these boys who could not go into training without some such help as this, whether it comes from a private source or from the Government. The Government, however, has not provided any such fund.

The CHAIRMAN. What I wanted to get before the committee was whether your impression, in your experience representing the Elks' organization, would lead you to think that some outside assistance beyond Congress was necessary in order to make effective rehabilitation. I want to know whether there is a belief in the public that it was necessary for the rehabilitation board outside of Congress to get funds in order to be effective in its work.

Mr. LYSONS. I am convinced from my experience in this work that, so far as this fund goes and for those boys who have been

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helped by it, it is just as important as the provisions made by Congress for the training of these men.

The CHAIRMAN. Would you permit me to make a statement there?

Mr. LYSONS. Yes, sir.

The CHAIRMAN. It might be out of order if anybody should object to it. But in the framing of this law there was much contention on that last clause of the law providing for the acceptance of funds from outside sources from these people who would be altruistically impressed and want to give associations like the benevolent and protective Order of Elks. It was at that time suggested that since money could not be anticipated until service was rendered that it might be of value to keep that open, although there was some very keen opposition to the idea of letting anybody assist the Government. It appears that it was a wise thing to put that clause in and that the Elks' fund has served very handsomely, but it seems to me it has left the impression in the public that Congress was dilatory and it was necessary for the Elks' organization to come in to assist the work of the board. I hope that may be cleared up.

Mr. TOWNER. Will you allow me to make an additional statement regarding that matter?

The CHAIRMAN. Yes; if it does not interrupt the witness.

Mr. LYSONS. No, sir; not at all.

Mr. TOWNER. It was not suggested to the committee nor was it suggested on the floor of the House that it would be advisable to establish a revolving fund. The Elks very wisely and very judiciously met that omission. However, if it had been called to the attention of Congress I am sure that we would have been glad to have considered it and provided it. The idea of a revolving fund to meet these special emergencies was, of course, a very happy one, and met particular emergencies that could not have been met in any other way. I am very sure the Congress and the people of the country are very grateful to the Elks for stepping in and assisting at that particular time.

Mr. LYSONS. I can assure the committee that the Elks' War Relief Commission is thoroughly appreciative of that sentiment on the part of Congress.

The Elks' War Relief Commission, of course, was facing the actual condition existing and there was no other way, apparently, of meeting it, and the commission was very glad to lend its support to this work. Their sole object, of course, was to aid the boys and to aid this work which they believed in.

The CHAIRMAN. If the witness will permit, no one in Congress at the beginning of this work had really a comprehensive view of how great the work would be, and the first or initial appropriation was one of $2,000,000, which was thought at that time in view of what the other countries had done to be very handsome, but in the very short time that the work was under way there was a necessity for a deficiency call and then the appropriation came.

A member of the committee reminds me of what I very well remember, that the experts who appeared before our committee from Canada made the estimate that there would be about 13,000 boys to rehabilitate. You may proceed.

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Mr. LYSONS. There is also another Elks' fund I would like to speak of. In taking up this work, the Elks' War Relief Commission in conjunction with and in consultation with officials of the Federal board found that publicity was an immediate and urgent necessity. At that time there had been about 23,000 disabled men discharged from hospitals and they were scattered all over the country without knowing anything about this vocational training work. Many of them had been discharged before the vocational training bill was passed.

They were at their homes in various parts of the country and knew nothing about this particular feature, vocational training, and it was necessary to reach them and their parents and other relatives and friends and acquaint them with the situation and the fact that vocational training was offered them and, in addition to that, to persuade them to take advantage of it. It seemed to the commission and the Federal Board officials that the motion-picture screen was the best method of putting out this sort of publicity, and so the commission made an appropriation of $50,000 for the production of a special-feature motion picture, which was to be produced under the auspices of the Federal Board for Vocational Education and to be put out with the approval of the board.

The CHAIRMAN. Was that $50,000 a loan?

Mr. LYSONS. No; that was a donation. That was donated to what is called the publicity fund. That money was spent in the production of a five-reel special-feature picture called "The Way Back," which is a very high-class picture with a vein of vocational training propaganda running through it, and it is now in distribution and being exhibited throughout the country under the auspices of the 1,370 subordinate Elks' lodges. The purpose of this picture is to arouse the people of the country to the importance of this vocational training work and to persuade the boys, the disabled men, in their individual cases, to take advantage of it.

Mr. REED. Is that the film entitled "The Spirit of Elkdom"?

Mr. LYSONS. No; the Elks' War Relief Commission has produced an additional picture called "The Spirit of Elkdom," which is being distributed along with "The Way Back."

"The Spirit of Elkdom" shows something on the screen of the history of the order, and particularly the war-work activities of the Benevolent and Protective Order of Elks. The purpose of putting that out is somewhat historical, and also to get the Elks' subordinate lodges interested in the general vocational training program. That picture also contains considerable of the vocational training work.

The value of publicity and personal work among these disabled men has been greatly emphasized to those of us who are connected with the Elks' War Relief Commission in this work. A great many of these boys have to be persuaded to take up vocational training. That was particularly true in New York, where on being discharged from the hospitals boys without funds were found on the streets selling trinkets, and in some cases even begging, and picking up $10, $15, or $20 a day. In such cases it was necessary to persuade them to drop that sort of thing and take up vocational training.

In addition to the other part of our organization, I want to mention the fact that every subordinate Elks' lodge, by direction of the

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grand exalted ruler, has a special committee called the soldiers' friend committee. It is the duty of the members of this committee to search out disabled men in their respective cities and persuade them to take up vocational training. There have been instances where it has been reported to us that it has been necessary for members of our committees to talk with boys or their parents 10 or 15 or 20 times in order to persuade them to take up this vocational work. In New York City our committees there, the soldiers' friend committee, has picked up more than 200 boys and taken them over to the vocational training offices and persuaded them to take up vocational training. I mention this to show the importance of this personal contact with these boys and the personal touch it requires to get them into vocational training. Occasionally, some of them, too, seem to think that the country owes them a living, for what they have done for it and sacrifies they have made for it and it is necessary to point out to them that it is important to them to get into a permanent vocation, to learn a trade or profession which will make them independent and self-supporting and self-respecting members of society. We have found that personal contact with the boys is necessary in cases of that kind especially.

The CHAIRMAN. In your experience with the boys who have to be persuaded to go into training, do you find a boy after he enters the training satisfied or is he wanting to leave?

Mr. LYSONS. Well, it is a very valuable thing to keep in personal touch with the boys while they are in training. To that end, in some of the subordinate Elks' lodges, the use of the lodge room, or some room connected with the home or the club, has been given over to those boys and where there are enough of them in the city to effect an organization, the use of the room, to meet once or twice a month, is given, and members of the Elks' lodge keep in touch with them personally and keep them cheered up and encouraged to remain at the work.

The CHAIRMAN. You have heard during this investigation quite a number of witnesses testify to dissatisfaction with the training of the boys and it was usually attributed to unwise decisions on the part of the board. Will your own experience enable you to give an opinion on that?

Mr. LYSONS. You mean as to allowing them to choose their own vocation?

The CHAIRMAN. Largely. To get at whether this dissatisfaction that has been testified to quite extensively here on the part of the boys is a lax administration on the part of the board and that the board, therefore, would be subject to that criticism? Is that your experience?

Mr. LYSONS. We have found it advisable to adopt the practice which we have adopted of consulting these boys as to vocation and where possible to consult their parents. I believe that pretty generally, where the boys persist in wanting to take up a certain vocation they have been allowed to do that so far as we are concerned unless it is found that they are entirely unfitted for that particular vocation.

The CHAIRMAN. Another question that could come at that point I asked awhile ago in a little different form. You will find a boy

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that prefers not to enter training, but you present the better side of the permanent work and he finally agrees and enters. What is your experience as to the boy continuing?

Mr. LYSONS. Where those cases have been initiated by our committees, members of these committees have followed up the practice of keeping in touch with these boys and seeing to it, if possible, that they did remain in training and in such cases when offered that encouragement they have usually continued training.

The CHAIRMAN. You think the plan is justified in persuading the boy, although against his will, to discontinue the desultory work and enter training for a permanent profession?

Mr. LYSONS. Yes; unquestionably. That is entirely justified by our experience, at least.

The CHAIRMAN. Another question before you get away from the publicity side of the Elks' activities—that $50,000 donation—was that distributed through the board or by the Elks? Was the contract with the moving-picture industry between the industry and the Elks or between the industry and the Federal board?

Mr. LYSONS. The money was actually paid by the Elks' war relief commission.

The CHAIRMAN. That is what I wanted to know.

Mr. LYSONS. For the production of that picture.

The CHAIRMAN. Not through the board?

Mr. LYSONS. Not through the board. Part of it was paid through the custodian of our fund, Dr. Prosser. Some of it was paid directly by the commission. None of it was paid by the board as such.

Another matter that has been mentioned here I think is very important, and that is the urgent importance of getting these boys into training as soon as possible after they leave the hospital. That is, from our experience, the best time to get them started on a training course. We have had instances of boys apparently willing to go into training, but after waiting a month or two before starting it at the end of that time they have had to be repersuaded to take it up in many cases. The delays of last year at the New York office in particular in getting these boys started in training, some of them waiting for weeks and months to be assigned to training, was almost fatal to the success of the work and would be so any place.

The CHAIRMAN. Are you sufficiently acquainted with what has been done to know what per cent of the boys who entered training leave it before it is finished?

Mr. LYSONS. I only know—not from direct knowledge; no. I do know this, that our own committees have kept their men pretty well in training, even those who had to be persuaded to take it up in the first place. We have had comparatively few withdraw from the training courses where they have been put in training through the Elks' committees.

Mr. SEARS. Would they take the same training or complete the training you had persuaded them to, or would they change their training?

Mr. LYSONS. That has been variable. I recall a case we had from Indiana a few weeks ago of a boy who was on our support fund. He had been in the Canadian Army and had been assigned to a course in wireless telegraphy. After about four months in that

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course he found it inadvisable to continue because he had a disability in his right arm at the wrist that made it impossible for him to become efficient in that work. In inquiring into his case we found that he had had a course of several months reading law before he was in the war and our committee was instructed to investigate his case personally and see whether it was practical to change his course and assign him to a law school. After two or three weeks' investigation a transfer to a law course was made on the recommendation of our committee and the dean of the law school of that vicinity. We have had some experiences of that kind. We do not hesitate to change a boy's training where it is demonstrated that that is the proper thing to do. The case I speak of was a support case on the Elks War Relief Commission fund.

There was about a year ago an arrangement between the Elks' war relief commission and the Federal Board for Vocational Training and the Bureau of War Risk Insurance which seemed to be a solution of this trouble causing delay in assigning these cases, and that was this: The Bureau of War Risk Insurance at that time, as it was told to us by Dr. Prosser, agreed to permit the Federal board to put in training immediately after examination by the medical department of the Federal board, or the doctors of the D. V. O., for example, where they examined a man and found him prima facie more than 10 per cent disabled, to put him in training immediately under the head of cases under investigation. Then his case was before the Bureau of War Risk Insurance to be investigated, and his status finally fixed; but in the meantime the boy was in training and getting his compensation. That arrangement was suddenly terminated. We were unable to learn why it was. But it certainly was a successful thing to do, or appeared to be so from our work, at least. It relieved us of a lot of work and seemed to give entire satisfaction to the boys.

The CHAIRMAN. I think, Mr. Lysons, that that grows out of the necessity of keeping close to the legal requirement. The War Risk Insurance could not have said how much compensation until they had fixed the rate of disability, and if the Federal board would undertake to pay the training allowance the law had said he is to receive, or a monthly disability allowance—whichever is greater (the War Risk Insurance on the basis of compensation, or the allowance fixed under the Vocational Board)—and it was anticipating somewhat by proceeding to fix the basis of compensation, but it had not yet been a rating. Under the Government, you have to hold strictly to the legal requirements.

Mr. LYSONS. I understand that, of course, and I am wondering whether that practice could be legalized and the boys paid the regular allowance of $80 a month while in training, and have that adjustment go forward.

The CHAIRMAN. That has all been cured since the amendment of July 11, and the Federal Board now can be the judge instead of the War Risk Insurance. That amendment was intended to clear up the particular thing you are now mentioning. That was July 11 last.

Mr. LYSONS. After that has been done that will tend toward complete efficiency in getting these boys into training without delay. I

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am not familiar with that phase of the matter in recent months because by the middle of last summer our work had become somewhat automatic and we since that time have not been giving it the personal investigation formerly required. Our committees in the subordinate lodges have been looking after the cases in the different communities and reporting them to our central office in New York. Our National Elks War Relief Commission has not been called upon during recent months to give the personal attention to these cases that we did formerly.

The CHAIRMAN. The compensations came in so rapidly to the War Risk Insurance Bureau that they were away behind with their cases. consequently the amendment was to let the Federal Board be the judge of these disabilities and in the meantime the man should be paid, and now, the delay, if there is delay, is due to whatever disorganization or lack of organization or inability to cover all these cases that come upon the board at once.

Mr. LYSONS. I learned that from my experience with the board; that that delay was due to the clogged condition of the Bureau of War Risk Insurance. We were having cases brought to our attention continually by boys who had been waiting for training from several weeks to several months, and I personally investigated a large number of those cases and found that in practically all of them the delay was due to the condition of the Insurance Bureau.

The CHAIRMAN. The War Risk Insurance Bureau was simply overwhelmed. They were back in their correspondence for months, and due to the tremendous rush of cases at the close of the war, and whether it was a physical impossibility or not to keep up we do not know, but Congress undertook upon the recommendation of Secretary Glass, then Secretary of the Treasury, to correct that, to relieve them by passing over that particular function to the Federal Board. That has been done, and I think much relief since that has come.

Mr. LYSONS. It is quite possible that that is the case. Unless those boys can be assigned when they want to be, and within a reasonably short time, the work will not be successful. If this defect has been cured it has afforded a great deal of relief and cured a very pitiable condition that has existed in the past among the boys. One must have personal experience with these boys and come in personal contact with them to appreciate the really pitiable condition many of them are in. I have taken up the cases of boys who have been waiting several weeks or months for training and found that they were so bad off financially that they were sometimes poorly nourished. They would be told to go from the Federal board office to 280 Broadway, where the medical board was located, and that is 2 or 3 miles, and they were unable to walk and in many cases they did not have a nickel to pay car fare. I have personally seen men connected with the Federal board in New York hand boys 25 or 50 cents. I have repeatedly done it myself. I have taken them to the Red Cross or started them to the down-town office and asked them in to lunch and have never yet had a boy suggest going into any place except a cheap lunch counter, and have seen some of them eat ravenously, as though they were poorly nourished. It has been a pitiable condition that they have been in.

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Mr. SEARS. Did I understand you to say that 280 Broadway was the Bureau of War Risk Insurance?

Mr. LYSONS. Yes; the medical bureau.

The CHAIRMAN. Was that the bureau?

Mr. LYSONS. It was at that time.

Mr. SEARS. I thought yesterday in the testimony it was stated it was at all times part of the Federal board.

Mr. LYSONS. They had an office at that time at 280 Broadway.

Mr. SEARS. The Bureau of War Risk?

Mr. LYSONS. Yes; the medical department of it.

The CHAIRMAN. You have read the charges, have you not, against the board upon which this investigation was ordered?

Mr. LYSONS. I have not read them carefully. I have glanced through them; yes.

The CHAIRMAN. What have you to say from your own information—not an opinion, but from your own information—as to the validity of those charges?

Mr. LYSONS. I think I have stated, as far as I can from personal experience, my judgment about the condition of the work generally.

The CHAIRMAN. For example, "We charge that the board has neglected disabled men."

There is a specific charge. It is serious.

Mr. LYSONS. I have seen cases of boys having their applications pending with the board for several weeks to several months. In many cases I personally investigated and found that at least the explanation of the Federal board people was that it was due to the clogged condition of the Bureau of War Risk Insurance; that under the law they could not put them into training until their cases were passed on by the insurance bureau and that, therefore, the board was helpless.

The CHAIRMAN. What about this statement, "We charge the board with inexcusable delay"?

Mr. LYSONS. I could not go on record on that one way or the other.

The CHAIRMAN. Have you anything else you want to present?

Mr. LYSONS. I would like to approve the suggestion made by Maj. Wickersham here that this general work should be coordinated as much as possible, the different departments that the boys have to do business with, to get their cases through and get in training, if possible, in one general department. That would be desirable, I think, in the work.

The CHAIRMAN. May I ask you as to your judgment as to how long this rehabilitation work will continue?

Mr. LYSONS. I only know of that by the estimate that we have received from the officials of the Federal board, which you can get better from them than from me.

In connection with that, the work and experience of our committees, I might again emphasize my judgment as to the importance of personal touch with these men in getting them into training. If there are 30,000 men who are eligible to training and 20,000 of them could be gotten into training by a personal touch, and only 5,000 of them actually do get into training, I think it would be chargeable to lack of personal contact, lack of personal touch in the right sort of spirit, a sympathetic spirit in the sense of sympathy for what is best for the boys and best for the Government.

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The CHAIRMAN. Assuming that personal touch is necessary to effective work——

Mr. LYSONS. Yes; I am convinced that it is.

The CHAIRMAN. Is there any reason why it can not be done?

Mr. LYSONS. I do not think there is any reason why it could not be done. It might require a considerable appropriation of money to accomplish it, but I believe that a way could be found through subordinate Elks lodges, and especially through the posts of the American Legion which are found in practically every community, or will be, in the country. I believe that almost invaluable assistance in this work could be secured through cooperation with the posts of the American Legion and also with the home service section of the Red Cross.

The CHAIRMAN. That sort of cooperation would not be subject to criticism, would it, and a Government agency like the Federal board asking auxiliary nonofficial associations to assist, would that provoke any undesirable criticism and reduce the effectiveness of the work?

Mr. LYSONS. I think it would unquestionably tend toward the accomplishing of the object desired to be accomplished in this vocational-training program, and if that is done certainly criticism would not be worth taking into consideration.

The CHAIRMAN. Your experience with the board, you representing the Order of Elks, leads you to testify that the cooperative circumstance is valuable?

Mr. LYSONS. I think it is very valuable; yes, sir.

The CHAIRMAN. I think we all agree that while we should be more or less callous to public criticism, yet it does have quite a distinctive effect upon the value of work that is being done. If criticism, especially such that is not justified, should be made constantly, made in the presence of the boys, I can see how that they would be put in an attitude of mind where they would not get the genuine training or the best results from it, so that while you say we ought not to pay too much attention to criticism, we must respect somewhat the public attitude, in order to get the best results. Do you agree with that?

Mr. LYSONS. Yes, sir; I agree with that. I might suggest also that I believe that paid officials should be provided in as many communities as it would seem warranted, following this work up and putting it into the hands of some one whose business it was to do that. That, I would think, should be done, and certainly would be valuable.

The CHAIRMAN. Is not that being done at present?

Mr. LYSONS. I think that there are not enough separate communities in which that is provided for.

Mr. TOWNER. I presume your immediate experience as representative of the Elks' commission has been with the New York officials?

Mr. LYSONS. It has been; yes, sir.

Mr. TOWNER. Have you had any personal or immediate experience with the board here in Washington?

Mr. LYSONS. I am here occasionally and see the members of the board. We do our work in the particular districts where it comes up. In that connection we have, of course, some work in other districts than the New York through correspondence regarding cases taken up by our local committees in the different cities. We occasionally, and in fact frequently, have had our attention called to

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cases in different cities that have been long delayed in getting into training, and we have been asked to try to assist in having these cases expedited.

Mr. TOWNER. It has been testified by witnesses before the committee that the officials of the New York office branch were unsympathetic, even harsh or contemptuous of the soldiers who were making application for relief. Have you any information regarding that matter that you could give the committee?

Mr. LYSONS. We have had no experience of that kind with the New York office or any of the other offices. As a matter of fact, I have been most courteously treated in every instance where I have gone into the New York office with a case, and I do not think there has been any instance where I have taken a case to the New York office that has been delayed more than 48 hours in being placed or satisfactorily arranged.

I would like to say also that since some criticism has been made here of Mr. Griffin that that has been our experience with him. It would be impossble for closer or better attention or, in my opinion, more intelligent attention to be given than Mr. Griffin always gave to our cases. He appeared to be entirely sympathetic with the best interest of the boys and the Government and I am frank to say that about our experience with him.

Mr. TOWNER. I wonder how nearly the medical officers or examiners are under the control of the head of the district board. Can you give some information to the committee on that?

Mr. LYSONS. I might in this way. I have sometimes taken disabled boys to the office of the Federal board and where it seemed necessary the doctor has been called in immediately to take the boy out and examine him.

Mr. TOWNER. I believe, that, at least a part of the time, the places of locations for medical examinations in New York City have been at a different place from the general offices where applications were made?

Mr. LYSONS. In that I presume you refer to the office at 280 Broadway. That was some distance from the Federal board office.

Mr. TOWNER. I do not know whether you were present during the examination of some of the witnesses who told the committee that they went to medical officers repeatedly and after waiting for hours without any attention were sent away and told to come back again and during these periods of waiting there was no attention paid to them or, if any attention was paid to them, it was that of criticism or rebuke or peremptory orders, and that finally, some of them were so discouraged that they did not make any further efforts to see the examiner. I would like to know whether or not any soldiers have made any such complaints to you, or did you receive any information that that was the manner in which business was conducted?

Mr. LYSONS. Yes; we have had complaints of that kind. Some of the cases that were brought to us were brought on that ground, with the request to try to expedite these cases and, as I said a few moments ago, where we had taken these cases over to the board they had been attended to without delay.

Mr. TOWNER. Will you tell us whether you think that was the cause of the fact that you, as a representative of the Elks, were given

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a greater degree of attention than the soldier would have received than if he had been there by himself?

Mr. LYSONS. It may be that that was true.

Mr. TOWNER. What is your best judgment about the matter as to the truth of it?

Mr. LYSONS. I would not like to say whether I think it is true or not. I sometimes have felt a little hesitancy about taking up cases of that kind that came to us from outside sources, fearing that it might be possibly regarded as a special favor or that it might be interfering with the regular course of some other boy who might be just as deserving as the particular one we were asked to intercede for.

Mr. TOWNER. Of course, there could not be any possible criticism in what you did. On the other hand, what you did is entitled to the utmost commendation. But what we are trying to get at is whether or not the soldiers' complaints that were made were justified or whether they were not justified. You tell us that you did know the instance where the soldier told you that he made repeated efforts to receive attention and could not receive attention and that you should personally take the matter in charge and went before them and attention was properly given.

Mr. LYSONS. We have had occasional cases of that kind; yes, sir.

Mr. SEARS. Would you call the attention of the doctors to the fact that the soldier had complained of such treatment?

Mr. LYSONS. I would call attention to the fact that we had been asked to see if his case could be expedited.

Mr. SEARS. The point I was getting at is did you speak to anybody in authority that the soldier had complained that he had not been treated as he thought he should be, and if so, what explanation would they give, if any?

Mr. LYSONS. My practice was to go to Mr. Griffin and present the case and ask him if it would be possible to expedite this particular case which would usually come to us from some Elk source, such as a member of our order bringing the boy in to ask if we could help him. I think I usually took it up with Mr. Griffin in that way, saying we had been asked to take this boy's case up, and I do not think that I ever discussed with him anything beyond that. Our object was to get him into training, and I think in every individual case that was accomplished. As I said, I want to make it plain that I am not familiar with the present conditions. I assume that the general condition that existed a year ago has been cured by the amended law.

Mr. BRAND. Do you think that the condition which existed a year ago was due to the fact that the War Risk Insurance Bureau were overwhelmed with work?

Mr. LYSONS. I found that true in practically all the cases that I personally investigated; yes, sir.

Mr. BRAND. How many instances do you recall of boys coming to you with the complaint that they could not get action on their cases, to which you referred a while ago in answering Dr. Fess?

Mr. LYSONS. It would be a little difficult to make even an estimate. They were what we treated as verbal cases which we would not make

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a record of, and write no letters on and which we would personally take up to the office.

Mr. BRAND. Were they numerous or not?

Mr. LYSONS. No; I suppose 25 or 30, certainly 50 cases would cover it.

Mr. BRAND. During the entire period?

Mr. LYSONS. During the few months there, yes.

Mr. BRAND. Judge Towner asked you along the same lines and I want to ask you a general question with reference to that. From your experience with the board in New York and from your knowledge of the situation, did the officers there purposely mistreat or were they uncivil to those boys, as far as you know, did they act in good faith in discharging their duties toward them?

Mr. LYSONS. I personally know of nothing but proper treatment from these men toward the boys. I might say this in connection with the cases that we took up, that we took such cases as came to our attention through requests made from some connection in our order to do it. At that time I did observe that I would see a crowd of boys sitting and waiting for attention, waiting to be called up to have their cases taken up in the waiting room of the Federal Board and I did observe that there were the same boys there time after time.

Mr. BRAND. The point I want to ask is do you think that was due to negligence on the part of the officers or do you think that they were busily engaged with the boys' cases?

Mr. LYSONS. I mentioned it casually several times to Mr. Griffin and was told in each instance that their cases were awaiting adjudication by the Bureau of War Risk Insurance.

Mr. BRAND. What were the office hours of that crowd there in New York?

Mr. LYSONS. 9 to 5, I think.

Mr. BRAND. How much recess?

Mr. LYSONS. One hour, I think. I usually went there during the noon hour when I could find Mr. Griffin there.

Mr. BRAND. How much time did they lose at the lunch hour?

Mr. LYSONS. One hour.

Mr. BRAND. Well, if you know any of these men who were guilty of neglect or incivility or any other improper conduct toward these soldier boys, who is it?

Mr. LYSONS. I know of no one who from any personal experience I have had with them was at all uncivil or discourteous.

Mr. BRAND. Do you know of any given case where they were guilty of actual neglect in the discharge of their duties toward these boys?

Mr. LYSONS. No; I could not say, Judge Brand. We had complaints of this kind, but I have never followed them up. I simply took the cases up with them for results.

Mr. BRAND. Did the complaints come from the boys?

Mr. LYSONS. Not always from the boys, but in all those cases when I went over with the boys I encountered nothing of that kind and had no trouble usually in getting their cases taken care of.

Mr. BRAND. Did they show you more consideration than they did the boys, or did they give any reason for not attending to the boys' cases?

Mr. LYSONS. I did not press them as to why the boys' cases had not been attended to. I usually approached them on the basis of

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finding if it was possible for them to take care of those cases I brought in to them.

Mr. BRAND. So far as I am concerned, up to the present time, I don't hesitate to say that so far as the New York office's relation to the boys as it existed part of the time, the burden seems to have shifted from an explanation on their part, the conduct charged against them about these boys, and that is why I am asking these questions, to know if you knew of your own knowledge or experience with them as to where the fault lies and who is guilty of the negligence?

Mr. LYSONS. I can only say that from my personal experience it would not be possible for anyone to be more courteously treated than I was, or the boys were that I took there. Now, that applies to Mr. Griffin and Mr. Clark and Mr. Collier, whose name was mentioned here, and Mr. U. Grant Smith, whose name was mentioned here, and Mr. Schindler, whose name was mentioned yesterday. I think that every man connected with the board, as far as my personal intercourse with them was concerned, was entirely courteous and respectful.

Mr. BRAND. One other question, and then I am through.

While you were serving the ex-soldier boys as a representative of the Elks, you do not mean to leave the impression that the good work which you did was in the way of cooperation with the Government or taking the place of the Government?

Mr. LYSONS. We felt, and do feel, that we were cooperating with the Federal board in trying to make a success of its work.

Mr. BRAND. You don't mean to leave the impression—or do you—upon the minds of the committee, that it was necessary for the Elks to act because of the failure of the Government to function?

Mr. LYSONS. I can only answer that by saying that this actual existing condition was brought to the attention of the Elks' War Relief Commission, and it was pointed out to them that they could cooperate with the Federal board in making this work a success, and the members of the commission unanimously decided that they would do that.

Mr. BRAND. It was, then, one of cooperation?

Mr. LYSONS. Entirely so.

Mr. BRAND. Plainly cooperation?

Mr. LYSONS. Entirely so. We always speak of it as a cooperative or partnership arrangement between the Elks' War Relief Commission and the Federal board.

Mr. BRAND. At that particular time, so far as you know, was the Government doing all it could to discharge its duty to the soldiers through the Vocational Board here in Washington?

Mr. LYSONS. Yes; I know nothing to the contrary. I might say this, that the Elks' War Relief Commission went into this voluntarily, and after sufficiently investigating the situation, and we were very much—I think every member of the commission was very much gratified with what they have been able to do in this work. Of course, at the same time the commission would be glad to be relieved of this obligation if it could properly be done by act of Congress, by amending the law so as to provide for the Government

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carrying on this work that the commission is doing with this money, and replacing the Elks' fund with Government funds.

Mr. BRAND. How much of that money is left that you appropriated for this work?

Mr. LYSONS. Well, there has been, out of the $100,000 appropriated or donated for support cases, there has been——

Mr. BRAND (interposing). It is your judgment that it would be a good idea for the Government to create a revolving fund to take the place of the one that existed while you were operating and functioning?

Mr. LYSONS. If you will permit me to answer the question which I was in the midst of when you interrupted—you were asking about the amount of the commission's fund. I was saying that of the $100,000 appropriated for support cases, there has been to the present time $75,800 committed of that for support cases.

Mr. BRAND. Well, where is that fund now?

Mr. LYSONS. That fund?

Mr. BRAND. The balance of it. Where is the balance of the fund?

Mr. LYSONS. Part of it is here in Washington, and part of it is in New York on deposit in the bank.

Mr. BRAND. Is it subject to be checked upon for the benefit of these boys?

Mr. LYSONS. Yes, sir; it is in the joint control of the Elks' War Relief Commission and the custodian of the Elks' fund.

Mr. BRAND. Now, you may answer that other question, Mr. Witness, in regard to the revolving-fund proposition.

Mr. LYSONS. As to the suggestion, you mean for the creation of the substitute for the Elks' War Relief Commission fund?

Mr. BRAND. For Congress to create a revolving fund to take the place of the one that you have been functioning? What is your judgment about that?

Mr. LYSONS. My judgment is that it is a very valuable feature of this work, practically indispensable if the work is to be successful, and that if it can not be provided for by Congress, of course the Elks' War Relief Commission feels that it will keep it up as long as necessary.

Mr. BRAND. Well, have you considered the advisability when this balance is expended of creating a new fund to keep up the work?

Mr. LYSONS. We are adding to it as necessary. We started in with setting aside $100,000. We have now made that $200,000 for this revolving fund.

Mr. BRAND. Well, as a member of the Benevolent and Protective Order of Elks, I am very proud of your work.

Mr. LYSONS. The members of the commission are very much gratified over the success of it. They feel that it has been fully justified.

Mr. VESTAL. Mr. Lysons, when did you go to New York? When did your work begin there?

Mr. LYSONS. In the latter part of February, 1919.

Mr. VESTAL. Was Mr. Griffin in charge at the time you were in New York?

Mr. LYSONS. Yes, sir; my first experience was with him.

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Mr. VESTAL. Do you know how long he had had the office open there and was taking care of this work before you arrived in New York?

Mr. LYSONS. I do not know definitely; no, sir.

Mr. VESTAL. Did you make his acquaintance soon after arriving in New York?

Mr. LYSONS. I did. I took up my work with him direct.

Mr. VESTAL. Now, what I would like to get at is, what were the conditions about the office there when you first became acquainted with Mr. Griffin? That is, as to whether or not there were a great number of soldiers, ex-soldiers, there asking for this training?

Mr. LYSONS. Well, the anteroom—that is, the entrance of the offices—was always full of disabled men.

Mr. VESTAL. Do you know how much help he had there about the office?

Mr. LYSONS. I do not; no, sir.

Mr. VESTAL. It is a fact, is it not, that the office was crowded with a great number of soldiers asking for this training?

Mr. LYSONS. Yes; the place set aside for them was always filled up.

Mr. VESTAL. I believe you say you never discussed with him any of the complaints of the soldiers to you?

Mr. LYSONS. No, sir; I did not.

Mr. VESTAL. But in all of your transactions with him you found him to be sympathetic and anxious to take care of any case that you brought him?

Mr. LYSONS. Yes, sir; he always was. In addition to that, he came over to the Elks' War Relief Commission office one day and brought with him Mr. Schindler, who, I think, was chief clerk in his office, and they personally called on Gov. Tener, the chairman of our commission, and Mr. Fanning, the secretary, and myself, and assured us that they were anxious to do anything or everything that they could do to help the work and to give consideration to any cases that we brought to their attention.

Mr. VESTAL. What is your judgment, Mr. Lysons, relative to the slow progress made in the way of getting these boys started on their course of training, as to whether or not that was not accounted for from the fact of so many cases being brought in all at once, and the fact that it was a new proposition, rather than from the fact that these men did not give the proper attention to the soldiers?

Mr. LYSONS. My personal experience indicated that—at least, this was the explanation of the Federal Board's people there—that delay was caused through failure, or rather the clogged condition of the Bureau of War Risk Insurance.

Mr. VESTAL. At that time nothing could be done, as I understand, by the board in the way of giving these boys training until their cases were passed upon by the Bureau of War Risk Insurance?

Mr. LYSONS. Yes; that was the situation.

Mr. DONOVAN. I would like to ask Mr. Lysons something about the revolving fund. Will you please give the committee the benefit of any suggestions that you might have that the committee might later incorporate into legislation to be submitted to the House for

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action? About how much of a fund, judging from your past experience, would you think would be necessary, and the maximum amount that might be allowed to the men, or whether or not that should be left discretionary with the board? Will you give us a general résumé of your suggestion of constructive legislation along those lines?

Mr. LYSONS. I believe that you could get pretty positive estimates of that from Mr. Lamkin, and particularly from Mr. Aronoff, who is the custodian of the Elks' fund. Their judgment would be much better than mine on that.

Mr. DONOVAN. Thank you. We can ask Mr. Lamkin about that.

Now, yesterday I made a statement here relative to Mr. Griffin, whom I knew, and he was a delightful, charming man, and, I think, had the intention to do what was correct up there. During his administration I frequently visited the board, but the impression that I gained was that he was new in the work; that everybody connected with him was new in the work, except Dr. Miller and a Mr. Kidner, from Canada, and that the organization was at best imperfect, on account of the lack of experience of the whole outfit—whether or not a man that had had more executive training might have been able to have directed those under him to better advantage I am not prepared to say—but in your judgment do you think that that statement and assumption that I have just made is a correct picture of conditions as they there existed?

Mr. LYSONS. Yes, sir; it seems to be reasonable; entirely so. As I have said here, my personal experience was limited to interviews, either with Mr. Griffin or Mr. Schindler. I would go direct to their office when I went in, and did not have the means of observing—did not come into contact with the others.

Mr. DONOVAN. In 280 Broadway they had one of the top floors of that building, as I recall, and they were small rooms at best, a number of them.

Mr. LYSONS. Yes, sir.

Mr. DONOVAN. And it was frequently observed by me that service men were waiting in the hall, there was such an overflow, waiting for attention. Did you notice that condition?

Mr. LYSONS. Yes, sir; that was true.

Mr. DONOVAN. Now, a word about the Elks' fund. I want to also compliment it for its great beneficence in this regard. That is a fund which is loaned to the men, as I understand, for their maintenance during training, because under the present law the board has not the discretion or the authority to make advancements, and the Elks' fund has been employed for that purpose, and then when the men can, they refund to the fund.

Mr. LYSONS. Yes, sir.

Mr. DONOVAN. I understood you to say that your general experience with all the D. V. O. officers there, including Mr. Clarke, Mr. Collier, and the others, has been courteous and satisfactory?

Mr. LYSONS. Yes, sir.

Mr. DONOVAN. That is all.

Mr. LYSONS. I believe I stated that Mr. Aronoff is now the custodian of the Elks' fund?

Mr. DONOVAN. Yes.

Mr. ROBSION. When was this commission organized?

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Mr. LYSONS. The Elks War Relief Commission?

Mr. ROBSION. Yes, sir.

Mr. LYSONS. At the grand lodge session of the order, in July, 1917, at Boston.

Mr. ROBSION. And then you applied $100,000 to this fund?

Mr. LYSONS. At that time a fund of $1,000,000 was authorized to be raised by assessment on the membership. This fund of $100,000 for this vocational training work was provided in February or March, 1919.

Mr. ROBSION. And since that time you have added another $100,000?

Mr. LYSONS. Yes; we have authorized up to a maximum of $200,000 for the revolving fund.

Mr. ROBSION. You have used about $76,000?

Mr. LYSONS. No; that $75,000 applies to the support fund. That is a donation of $100,000 that was made for the full support and training of disabled American boys who are outside of the purview of the law passed by Congress, such as the American boys who enlisted with the armies of the Allies and were wounded in that service. Of that $100,000, something over $75,000 is now committed to the training courses of the boys under training.

Mr. ROBSION. That is the amount which the Elks have put up for the training of American soldiers for which there is no provision of our law to take care of them?

Mr. LYSONS. Yes, sir.

Mr. ROBSION. Now, how much have you put up for training the American soldiers who come within the law?

Mr. LYSONS. That is where our revolving fund, or loan fund, comes in. We have appropriated a maximum sum of $200,000 for that purpose.

Mr. ROBSION. So that there is $300,000 altogether involved?

Mr. LYSONS. Yes; and an additional $50,000 donation for publicity work.

Mr. ROBSION. Now, that $75,000, is that loaned to the boys, or given to them?

Mr. LYSONS. No; that is donated. That goes to the full support and training of the boys for their vocational courses.

Mr. ROBSION. How much have you loaned to the boys of the $200,000 fund?

Mr. LYSONS. Well, that is a revolving fund which, on February 28, the last figures I have, had aggregated a total of $404,000—over $404,000—of which $268,000 has been repaid.

Mr. ROBSION. In other words, you have loaned, altogether, more than $400,000, and there has been about $268,000 of that repaid?

Mr. LYSONS. Yes, sir.

Mr. ROBSION. Leaving how much still owing to the commission?

Mr. LYSONS. Well, it would be the difference between that $404,000 and $268,000, or $136,000. But those figures are a month old. We will have to-morrow or next day, the figures for the 1st of April. I would estimate that at the present time there had been perhaps $450,000 loaned.

Mr. ROBSION. Now, Mr. Lysons, I believe you set aside the $100,000 in February, 1918, for vocational training?

Mr. LYSONS. Yes, sir.

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Mr. ROBSION. What caused you to do that?

Mr. LYSONS. The request resulted from conferences held with Dr. Prosser. He came to New York early last year and presented the matter to the Elks War Relief Commission at that time. He was then director of the Federal board.

Mr. ROBSION. The conclusion was reached that the law did not meet the conditions that you found, and that Dr. Prosser found with the American soldiers?

Mr. LYSONS. Exactly. There was a condition existing which called for immediate aid and assistance.

The CHAIRMAN. Mr. Robsion, would you permit me to interrupt you there?

Mr. ROBSION. Certainly.

The CHAIRMAN. The law provided for the very thing that the Elks lodge has responded to?

Mr. ROBSION. That is our amendment?

The CHAIRMAN. No; the original law provided wherever any one man wants to make any donation it could be done. It was one of the subjects of very serious discussion at the time, whether that ought to be written into the law.

Mr. ROBSION. But the United States did not make the donation; Congress did not make the donation.

The CHAIRMAN. No.

Mr. ROBSION. It just authorized somebody else to do it.

The CHAIRMAN. It authorized the board to receive such donations.

Mr. ROBSION. Well, I say that you found a condition existing whereby the law as passed by Congress did not take care of the soldiers, as you thought they ought to be taken care of?

Mr. LYSONS. There was that condition existing that called for assistance for the success of this work; yes, sir.

Mr. ROBSION. And is it your opinion and judgment that that condition has existed ever since and now exists?

Mr. LYSONS. Well, of course, it has been relieved by this Elks fund.

Mr. ROBSION. I know the Elks fund has done that, but that is not from the Treasury of the United States, is it?

Mr. LYSONS. No; the law is just the same, of course, as it was.

Mr. ROBSION. So the condition still exists?

Mr. LYSONS. Yes, sir.

Mr. ROBSION. You spoke about 200 solders being picked up on the streets in New York City begging. During what period was that?

Mr. LYSONS. No; I said there were incidents where they were selling trinkets or even holding out their hats, but those were, of course, few. Begging cases were almost negligible. You say when was that?

Mr. ROBSION. During what period?

Mr. LYSONS. That was during last summer.

Mr. ROBSION. Were they disabled?

Mr. LYSONS. They were disabled men; yes, sir.

Mr. ROBSION. And sufficiently disabled to receive vocational training?

Mr. LYSONS. Yes, sir; more than 200 cases of them; yes, sir; turned in by the New York Elks Lodge committee.

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Mr. ROBSION. And they were following that occupation or business where they were waiting to receive this vocational training, were they?

Mr. LYSONS. Well, in many instances they claimed not to know anything about the vocational training proposition; and in many cases had to be persuaded to take it up.

Mr. ROBSION. Were they receiving compensation?

Mr. LYSONS. Not in all cases; no, sir. They were waiting for their compensation, and some were making pretty good money on the streets selling lead pencils, and so on.

Mr. ROBSION. Now, have the activities of the commission been confined to the city of New York?

Mr. LYSONS. No; we have a committee called the Soldiers' Friend Committee in every subordinate lodge of Elks in the country, 1,370 cities.

Mr. ROBSION. That covers the entire country?

Mr. LYSION. Well, of course, our Elks Grand Lodge grants a charter only in towns or cities of 5,000 inhabitants or more.

Mr. ROBSION. Do these various subordinate lodges make these loans, or advance it, to the soldiers throughout the country?

Mr. LYSONS. No; those loans are made through the custodian of the Elks fund, who is connected with the Federal Board for Vocational Education.

Mr. ROBSION. Do the boys throughout the country receive the benefits of that fund?

Mr. LYSONS. Yes; that fund is apportioned to the district vocational officers throughout the country.

Mr. ROBSION. Now, I believe you made the statement that it is the policy of your commission to follow up the cases that came to your attention for vocational training.

Mr. LYSONS. That has been the policy of our subordinate lodge committees; yes, sir; to keep in touch with the boys while they were in training.

Mr. ROBSION. What success has attended that effort on the part of your committee?

Mr. LYSONS. We consider that to be a very valuable part of the work, an almost necessary part of it.

Mr. ROBSION. And what percentage, if there is any percentage, of the men have dropped out for whom you used that plan?

Mr. LYSONS. I would not say that none of them had dropped out, but I would say that I do not recall of a case being reported to us that dropped out, except where that boy has been afterwards persuaded to go back.

Mr. ROBSION. How many cases would you say that your experience had covered in which you make this claim?

Mr. LYSONS. On not more than 10 or 12 that came to our attention of boys who have dropped out.

Mr. ROBSION. You mean the follow-up cases? How many of those?

Mr. LYSONS. There were a good many hundreds.

Mr. ROBSION. And you think that the number of them at dropped out would not exceed 10 or 12?

Mr. LYSONS. So far as my personal knowledge goes, it would not be more than that who dropped out.

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Mr. ROBSION. Do you feel that that is a very important factor of your committees—to follow up?

Mr. LYSONS. We consider that our committees—that is, the soldiers' friend committees—are doing splendid work in that connection; yes, sir.

Mr. ROBSION. Now, you did not come in contact with any of the subordinates of the New York office, did you?

Mr. LYSONS. Except those whose names I have mentioned here, that I recall; of course, Mr. Griffin was in charge of the office; the others were all subordinates in his office.

Mr. ROBSION. Of course, you can not tell what sort of treatment the subordinates accorded to the soldiers who would go and make inquiries?

Mr. LYSONS. I can only speak of my personal experience with those men.

Mr. ROBSION. But a number of soldiers did have your commission or you to intercede in their behalf?

Mr. LYSONS. Yes; frequently some member of our committee or some Elk would bring or send a soldier boy to us and ask us to take his case up with the Federal board.

Mr. ROBSION. And some of the soldiers were Elks themselves, were they not?

Mr. LYSONS. Yes, sir.

Mr. ROBSION. And some appealed to you?

Mr. LYSONS. Yes, sir.

Mr. ROBSION. And in those instances where the complaint was made to you, you found that there had been delay; considerable time had intervened from the time of their application up to that time?

Mr. LYSONS. That was the statement to us; yes, sir.

Mr. ROBSION. Now, you have been asked the question as to whether or not the board there or the board here was negligent. You can not state whether they were or were not, can you?

Mr. LYSONS. No, sir.

Mr. ROBSION. You don't know what the cause of this delay was?

Mr. LYSONS. I will say that in the cases that I personally investigated I found that delay seemed to be due to the condition of cases in the Bureau of War Risk Insurance. The boys could not be placed in training until their compensation was fixed by the Bureau of War Risk Insurance, and that bureau was so clogged up with work that the cases were delayed there.

Mr. ROBSION. The boys themselves were not the cause of delay?

Mr. LYSONS. No, sir; not at all.

Mr. ROBSION. And do you know—you don't know what might have been done, what steps might have been taken to relieve the congestion in the War Risk, do you?

Mr. LYSONS. No, sir; I do not.

Mr. ROBSION. But you did know that there was delay?

Mr. LYSONS. Yes; and I do know that that was a very serious situation. I know that the boys, many of them, were in a very precarious condition financially and otherwise, and that it seriously interfered with the efficiency of this vocational-training program.

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Mr. ROBSION. That is the reason that so many men have been passed and have not been put into training—thousands, I understand.

Mr. LYSONS. I think that a great many of the boys who are eligible for training and who are not in training could be gotten into training by personal touch with them or taking personal interest in their getting into training.

Mr. ROBSION. And what do you suggest be done in order to bring about that condition?

Mr. LYSONS. Well, I think that organizations that would naturally be interested in this work might be brought into cooperation with the general program—organizations such as the American Legion, through their local posts, and the home service section of the Red Cross.

Mr. ROBSION. It is primarily the duty of the United States Government, is it not, to do that work?

Mr. LYSONS. Yes; that is true; but if that is going to be done through paid employees of the Government in the various communities of the country, of course, the financial obligation would be something enormous.

Mr. ROBSION. These organizations that you have mentioned would be a very material help to the Government?

Mr. LYSONS. I think they could be; yes, sir.

Mr. ROBSION. Do you think, now, Mr. Lysons, that the Government should institute some agency to take the place of this Elks' commission?

Mr. LYSONS. If it could be done, I see no reason why the Government should not provide this money that the Elks have provided.

Mr. ROBSION. You feel that that work should go on?

Mr. LYSONS. I feel that the work is very important. I do not know of any single feature of the vocational training program that is more important than to have these boys provided for so as to keep them in training, and that is accomplished by the Elks' fund.

Mr. ROBSION. Do you feel that the money of the Government is well expended in this rehabilitation program?

Mr. LYSONS. Yes, sir; I believe that it is just as much to the interest of the Government from an economical and humanitarian standpoint as it is to the interest of the boys, and I believe that within reasonable, liberal bounds, Congress can not provide too much in the way of money and other assistance for the carrying through successfully and efficiently of this vocational training program.

Mr. ROBSION. You feel too that the thousands of young men who are disabled and who have not shown a disposition to take advantage of this training—that it would be money well expended on the part of the Government to interest them and get them into this training that they might be rehabilitated and become of value economically to the country as well from a humanitarian viewpoint?

Mr. LYSONS. Yes, sir; and especially from an economic standpoint. It is my judgment, from my experience in this work, that there probably isn't a disabled man, no matter what his physical disability, if he can be persuaded to earnestly follow up vocational

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training, who can not be given at least as great or perhaps a greater earning capacity than he had before he was disabled. And, of course, the value of it from the standpoint of making these boys self-supporting, and above all self-respecting members of society, is of greater importance than anything else.

Mr. REED. Mr. Lysons, I want to ask you this question: No matter how much Congress might appropriate or how much service they might extend to the boys, do you not feel that the service you are rendering would be a good thing for the boys anyway?

Mr. LYSONS. I do.

Mr. REED. In other words, while I do not wish to lead you as a witness at all, don't you think that your service has had a good effect on the communities where this service has been rendered?

Mr. LYSONS. It undoubtedly has.

Mr. REED. Creating an interest on the part of men who otherwise might not see the necessity for it.

Mr. LYSONS. Yes, sir; that is true. That has been especially true where we have exhibited this vocational motion picture, "The Way Back." Interest has been stirred up in this vocational-training program by it and we have heard from it from various and numerous sources.

Mr. REED. And there is one other point that I wanted to make perfectly clear.

At any time, when any boy has come to you for service, have they led you to believe that they regretted that they had to come to you; that they preferred to have gone to the Government, and they look upon it as charity?

Mr. LYSONS. No, sir; we have not permitted any boy to get the idea that this was a charity proposition.

Mr. REED. In other words, they appreciated your service?

Mr. LYSONS. Yes, sir.

Mr. REED. And your services were rendered in such a way so that they felt they could repay you if they were benefited, out of this revolving fund?

Mr. LYSONS. Yes, sir; it has been handled in a way that we were glad to be of that service to them; that it was just a question of their needing it.

Mr. REED. And you have emphasized the personal contact and sympathetic point of view in dealing with these boys?

Mr. LYSONS. Yes, sir; and have made it an individual case.

Mr. REED. The reason I mention that is that I happen to know of one community that was so organized, a city of nearly 100,000 population, was so organized after the armistice that a committee met every train, every car; and when a service boy got off from the train, the committee asked him where he lived, if he wanted to go home, if he needed a suit of clothes; and they met every request of the boy. If he needed money he had the money, and in 48 hours he would have a job if he wanted one.

Now, the point I am trying to bring out is this: That no matter how much the Government might do, don't you think it is a value to the boy and to the community to have this cooperative service in these communities?

Mr. LYSONS. I think it is almost invaluable

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Mr. REED. I want to ask you another question in regard to the revloving fund. This revolving fund, some of it, was under the direction or administration or was administered by Dr. Prosser when he was here?

Mr. LYSONS. Yes, sir; he was the custodian of the fund.

Mr. REED. Now, did you have some written contract with him with reference to that fund?

Mr. LYSONS. I think that was covered through correspondence, not a formal contract.

Mr. REED. So that you had an understanding. Now, then, who, in connection with the board, is handling that fund at the present time?

Mr. LYSONS. Mr. E. Joseph Aronoff, secretary of the board.

Mr. REED. And do you have some written arrangements with him in reference to that fund?

Mr. LYSONS. Yes, sir.

Mr. REED. And would you object, if the committee would have a copy of whatever arrangement that is, so that they could understand it, or could you explain it here?

Mr. LYSONS. It is probably in the form of series of letters on the subject.

Mr. REED. There is nothing about it of a confidential character, but what would be all right for the committee to see, so that it might aid them in legislation or working out a plan that would be beneficial.

Mr. LYSONS. Nothing that we would object to having laid before the committee.

Mr. REED. Well, I happen to be a member of the order of Elks, too, and feel proud of the work that you have done.

Mr. PLATT. I think you said, Mr. Lysons, that there were some of the boys not taking training who could just as well as not take it, and who would probably, most of them, be benefited by training. Now, I happen to know of one boy who complains that the board has been annoying him with requests to take training all the while, and he says all that he wants to do is to get well and go back to work. What sort of arguments do you put to that boy? He is a chauffeur and can make good money as soon as he gets well. Why should he take training?

Mr. LYSONS. A good many boys are in training to become chauffeurs.

Mr. PLATT. He is already a chauffeur.

Mr. LYSONS. This boy is already a chauffeur? Well, I don't see why he should be worked with to persuade him to take up vocataional training either in that or something else, if he is satisfied.

Mr. PLATT. He is not able to go back to the job now. He was gassed, and he either has tuberculosis or is threatened with it. I have had a good deal of correspondence with him in regard to his hospital treatment, etc., and I think the last letter I had from him said that he was being constantly annoyed by the Vocational Education Board asking him to take training, and he didn't want to take training.

Mr. LYSONS. On the other hand, we have innumerable letters from different cities, from our committees, telling us of boys who first learned of vocational training from our committees.

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Mr. PLATT. I have no doubt of that. That brings up also the question, your fund is used to a considerable extent for purposes which the Government could not well go into. I mean the reason for our putting the authorization in the law for the use of private funds was that they might be used to relieve cases that would not come under the law at all.

Mr. LYSONS. Yes; we have made a donation of $100,000 for that work, for sole support and training of boys, who do not come under the purview of the law.

Mr. PLATT. It seems to me there must be a great many cases like that boy I refer to, who could go back to work as soon as they were able to, and see no particular reason for taking training to which they are undoubtedly entitled.

Mr. LYSONS. There probably are cases of that kind; yes, sir. On the other hand, we have had a few instances of boys who thought that they did not need training, but after talking it over with them they have taken what might be called an advanced course, even in the automobile industry, and through that advanced course have been given a larger earning capacity than they had before.

Mr. PLATT. You have not come across incidents of boys taking training just to get the support?

Mr. LYSONS. I don't know of any such cases, and certainly there would not be many such cases in New York, where the money does not provide them a decent living.

Mr. PLATT. I should think not.

Mr. LYSONS. I know of three or four cases in New York where boys getting $80 a month have placed themselves on a sort of an ironclad budget which they adhere to from day to day. One boy that I know limits himself to a 50-cent meal. He never pays more than 50 cents for a meal, and a decent meal is pretty hard to get in New York City for that price.

Mr. PLATT. It is undoubtedly true that $80 is not sufficient in New York, and is certainly no inducement, but it might be in smaller places.

Mr. LYSONS. That may be, and probably is true.

Mr. DALLINGER. I am very much interested in the work that you have been doing, Mr. Lysons. I am a member of the Order of Elks myself and I am very proud of the work that they have been doing.

I want to ask you, from your experience in the work among the soldiers, whether or not you feel that Congress ought to pass at once the bill that this committee has reported, increasing the allowance from $80 to $100 a month to boys in training?

Mr. LYSONS. I do think that $80 a month is not enough. It certainly is not enough in New York City, and I don't believe that boys of this character ought to be held down to the bare necessary living amount, which is certainly the case with this $80 a month.

Mr. DALLINGER. One other question I want to ask you. Have you had any personal dealings with Mr. Farwell or Mr. Clarke at the New York office?

Mr. LYSONS. I have had some dealings with both of them; yes, sir.

Mr. DALLINGER. And what would you say as to your treatment by them?

Mr. LYSONS. It has been entirely satisfactory in every instance.

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Mr. REED. I was a little bit interested in this fund you spoke of from which you were taking care of boys who fought with the Allies before we got into the war. That is true, is it not?

Mr. LYSONS. Yes, sir.

Mr. REED. This statement was made to me by an official, an English official, and of course I have no way of verifying it, but he stated that we had 10,000 American boys fighting with the Canadian forces and 6,000 fighting with the French forces before we got into the war. Do you know of your own knowledge, or have you any information on the subject, as to how many of those boys fighting with the Canadian forces and with the French forces were injured?

Mr. LYSONS. No, sir; I do not. We have cases of that kind coming to our attention all the time. On account of the limited fund of $100,000 that we have had to hold ourselves to on that appropriation we, of course, try to persuade these boys to go to Canada or France or England and take their training there, which they can get under the laws of those countries, Canada especially. A great many of them have done that. There are, however, cases coming to us right along that we feel that we should take care of. For instance, a boy that lives in this country and may have dependents and can not very well leave.

Mr. REED. That is the point exactly. From talking to these boys, do they seem to feel that their own Government ought to furnish this training for them, even though they received their injuries before we got into the war?

Mr. LYSONS. Yes, sir; I think they do.

Mr. REED. About how many of that kind of cases have come under your observation?

Mr. LYSONS. We have 74 boys in training now on our support fund. There have been probably that many in addition—perhaps twice that many—who have either given up the idea of vocational training or have gone to Canada to take it.

Mr. REED. And have you ever communicated with the Canadian officials, or the English or French officials, to find out how many of our boys are in training over there who were injured before we got into the war?

Mr. LYSONS. No; I do not know that.

Mr. DONOVAN. What is your best guess as to how many have been in the French, Canadian, and English forces?

Mr. LYSONS. I would prefer not to try to answer that.

Mr. DONOVAN. All right.

The CHAIRMAN. Mr. Lysons, the committee wants to express its appreciation to you for coming and giving us this information, and I want to make the statement now for the record, since I think that there is some misconception about the original plan of the law. Rehabilitation was at first purely voluntary. Even up to this day in France it is largely so. The Governments had not undertaken it in Europe to any extent whatever when we started here.

It was only the convictions, on the part of our Government, that our duty to the soldier was not ended until it had taken the wounded man and put him on his own feet again, and we thought we would do it by the Government wholly, but in the consideration of the bill, which ran over weeks of time, they persisted that we ought to keep

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open the opportunity of receiving assistance for this work, both in actual training and in funds, and that every question provoked a serious discussion as to whether the Government itself ought to receive any funds from outside sources. It was decided that in view of the tremendous work it would be perfectly legitimate. The Government certainly appreciates the work that the Elks' organization has done. It must not be considered, however, that the Government is refusing necessary funds. I am sure that the Government stands ready to grant, or to make any appropriations necessary to do the work. Congress adjourned by limitation of law on the 4th of March, but we were called in special session on the 9th of May, and one of the earliest bills to be introduced was the deficiency appropriation bill to provide the necessary appropriations for this.

I think that your example of a revolving fund having been instituted by your organization is a very good one for the Government to follow. However, that has never been presented to us; for that reason I think the committee owes more than the usual gratitude to you for coming to us and giving us this clear statement of the work in cooperation with the Government.

We are very much obliged to you.

Mr. LYSONS. I would like to say that I know every member of the Elks War Relief Commission will thoroughly appreciate the attitude of the committee and all the Members of Congress, and I know, too, that they are perfectly willing to continue this work just as long as it can be of any service to the boys.

Mr. VESTAL. Just one other question: Don't you think, Mr. Lysons, that every individual Elk feels the same way about it?

Mr. LYSONS. I know it, Mr. Vestal.

The CHAIRMAN. We will adjourn now until 2 o'clock.

(Whereupon, at 12 o'clock noon, the committee recessed until 2 o'clock p. m., this day.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to recess.

The CHAIRMAN. The committee will come to order. We will now hear Mr. Hammond.

STATEMENT OF MR. FRANK M. HAMMOND, BROOKLYN, N. Y.

The witness was duly sworn by the chairman.

The CHAIRMAN. Mr. Hammond, will you please state your name and your present address.

Mr. HAMMOND. My name is Frank M. Hammond, 316 Cumberland Street, Brooklyn, N. Y.

The CHAIRMAN. You have been subpœnaed here as a witness on these charges?

Mr. HAMMOND. I received a telegram requesting my presence here.

The CHAIRMAN. I think it would be best to allow you to proceed in your way, to tell your experience in your efforts to secure vocational training.

Mr. HAMMOND. I enlisted in the United States Army April 20, 1917, and went to France. While in France I was wounded slightly July 16, 1918. In October of the same year I was gassed, which gave me a condition which now causes my disability.

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I was discharged from the Twenty-seventh Division at Camp Upton, New York, on April 2, 1918.

My first impression of the Federal board, of knowing that there was such a thing as the Federal board, was by an ex-officer who was rooming where I was. I was working, or trying to work at the time, and the work necessitated my being indoors, and my condition was pitiful.

The CHAIRMAN. Where was this; where were you working?

Mr. HAMMOND. I was working nights for the McCall Co.

The CHAIRMAN. In Brooklyn?

Mr. HAMMOND. In New York. And on returning home these different nights I was talking to this ex-officer, who knew something about the workings of the Federal board and the Bureau of War Risk Insurance and compensation. He stated that he thought my condition warranted my getting compensation and vocational training. That was in December, 1918, about the 28th of December. On the 31st of December I made application with the Bureau of War Risk Insurance for compensation, and they had me examined, both at 280 Broadway and at the Polyclinic Hospital.

I then, about the 1st of January, having been told that there was such a thing as a Federal board, made application at the Federal Board for Vocational Training. Before going there I did not know how I would make out. I had been told by various men that it was a thing that you have to fight to get; which, however, I did not believe until this man with the one arm—this ex-officer—told me the only method of getting any satisfaction out of them. He told me that I would have to, upon going there, say to the clerk when asked what my business was there, that I wanted to speak to Mr. Clark. Somehow or other, this was a bywood to pass by the clerk. So I said to the clerk: "I want to speak to Mr. Clark," and he said, "On what business?" I said, "personal business." And personal business was really the only thing that would get you by. However, I didn't see Mr. Clark that day.

The CHAIRMAN. Wasn't he there?

Mr. HAMMOND. That I don't know. I didn't know who the gentleman was that I was ushered in to. At the time I thought it was Mr. Clark, but on seeing Mr. Clark here, I know that he was not the man. I thought it was Mr. Clark. However, he looked over my note that I had, and he said, "We will take the matter up immediately. You will be examined in a little while." However, this man must have been acting for Mr. Clark, but I don't know anything more about it. So I immediately left there and started over to be examined.

First, I met an adviser. I talked with one of the advisers, and he seemed to be the first man that I had met that really had anything at heart for the soldiers. He showed some interest in what I said. These other men that I met, the officious clerks—they seemed to be very officious—seemed to feel that they were on a different plane than the soldiers that were going in there for training and desiring training. So this gentleman, this adviser—he was an ex-Princeton man, I think—talked to me on my work, and he said he thought things would go pretty smoothly for me. So I left him, and I went over to the pen. That is, the second pen. There are two pens in the New York Federal board office. I will explain that. First, you come into the door as you get out of the elevator, and

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there are a lot of so-called easy-chairs, but there were about 50 men waiting there every morning for some information, and about 20 chairs to fill. You come up to the desk, and you take your place, and if you have the byword or the password you get through.

I got through there, and I saw Mr. Clark on that information that I received before, by stating the password, as it were. I managed to get through. So I was then headed for the second pen. I found that there were a number of clerks in that office; in fact, it looked to me, more clerks than was necessary for the small amount of men that were examined that day. There were not, I can safely say, over 10 men in that second pen when I got there. There were four chairs: that is, there were 10 men, 4 seated and the other 6 lounging around. Some of them stated in a jocular way that they had been there three or four days back, and they were still coming and waiting their chance.

So the pen began to increase. I put my card on the stenographer's desk, and I spoke to her and wanted to know about what time my case would come through. "Well," she said, "some are being examined." I said, "How many are being examined?" She said "There are three doctors." And that is all that I saw the whole day while I was there. So I trotted around. I didn't have a chair, and I stood up with the rest of the men and listened to the remarks. And, in fact, they all seemed cut up about the proposition; the fact that they had been there so often and couldn't get their examination, or they had waited so long that they had to leave. Some of the men were from out of town, men coming from Long Island. For instance, my actual residence is in Long Island, but I am rooming in New York, because I am employed there, and Long Island men if they wish to be examined have to go down to the New York Federal board to be examined. Such men as that have to get a certain train out if they want to go home. Naturally they haven't too much money, so they have to get that train or they are out of luck. So such men as that leave daily out of this crowd that waits there. The point I am trying to bring out is that I am safe in saying that there must have been easily 200 people employed by the Federal board in that office. There were no more—I am positive that there were no more than 30 men—that is the maximum, not the minimum; the maximum number of men examined that day, the whole day.

The CHAIRMAN. Do you state upon your own information that there were 200 employees there?

Mr. HAMMOND. No, sir: I don't say that. That is my assumption.

The CHAIRMAN. And there were three doctors?

Mr. HAMMOND. Three doctors, to my knowledge. Three doctors that I could see and that I saw men going to. And these men were right there.

The CHAIRMAN. Could you tell how long it would take to examine all of the boys?

Mr. HAMMOND. It seemed to me that the average time taken was about 30 minutes.

The CHAIRMAN. How long were you there?

Mr. HAMMOND. I was there from 10 o'clock in the morning until 12 o'clock noon. I asked at that time would I be examined around about 12 o'clock, and they said "No; you go out to dinner now, and

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come back." Now, in stating that, at 12 o'clock, I want to say that there were about 20 men there. Some of those men got disgusted and said that they were not coming back. They had been waiting so long, two or three days, and it didn't look as though their paper was coming through at all, their opportunity for an examination even.

At 12 o'clock that day a man came down from the Polyclinic Hospital. I don't know his name, but he was still in uniform. He was to be examined. He was a sick man; so sick he could not stand up. The other fellows got up and gave him a chair, and it took him until about 2 o'clock before he got a special examination.

The CHAIRMAN. You were there from 10 o'clock until 12?

Mr. HAMMOND. At 12 o'clock, I will now state, I left as per orders, as we all did, to eat. I was told to be back at 1 o'clock. At 1 o'clock I came in and wanted to know about it. I was told to stay in this pen again. I went over there, and this time I found a seat as I came back very early and no one was in being examined at that time. The fellows began starting in again pretty soon. There were about 15 men that had come in; men coming in to be examined.

The CHAIRMAN. Did you have your turn, or how did they arrange who was to be examined first?

Mr. HAMMOND. The way they do it there is by a card. They take your card and it comes along, and as it goes over to this desk the stenographer places it in rotation—supposedly in rotation. I don't object to that. The very fact that she places them in rotation would prove to you that things must have gone pretty slow when I was the tenth man there, unless there might have been two or three special cases ahead of me. I was about the tenth man that was there that morning when I got there, and that was 10 o'clock.

To continue, I came back from lunch and I asked the stenographer there again what my chances were. I said: "Will I be out of here at all to-night?" I began to have the feeling that the other men had, that they had waited there for three or four days and hadn't been examined. She said—a little fat girl she was; I would recognize her if I saw her again—and she said: "Why, I will just bet you that you won't be out before 5." And there were about three doctors there still; that is, they had come back from lunch and were still examining.

So I stayed there. I didn't go out. I remained there a while, and a little later one of the clerks came over, and trying to be real bright and crack a joke so it seemed to me—something that should not be regarding soldiers—this happened to be about a soldier. I presume the soldier was shell-shocked, or something of the sort. He came later and appeared to be all in. I was not looking for names at the time; I wasn't thinking of such a thing as a congressional investigation or anything else; I was simply looking after my own case; but these things I couldn't help but notice. This man came in, but previous to his coming in a clerk came over and said to this little fat stenographer, the girl: "We have got a man coming here, and you've got to handle him kind of gently." He put it that way: "Handle him gently; use kid gloves." Those are just the words he used: "Handle him gently; use kid gloves

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on him." This fellow came in, and he was apparently a man who had been shell-shocked, and such an attitude did not appear right to me.

The CHAIRMAN. Was that one of the employees of the board?

Mr. HAMMOND. One of the employees—it was not a Federal Board officer, to my knowledge—but this employee said that to this girl: and, of course, it kind of ruffled me up for the time being. I thought if a man like that came in, a man who had fought for this country and had been crippled—incidentally, I believe he was an Italian, and he had quite a bit of fight in him, because he came in there pretty well fussed up, having waited a long time, and everything else—he should be treated right. So he, I believe, was examined before the rest. That was all right.

Well, the examining of men went pretty slowly. In the meantime the doctors would be running in and out—not running in and out, but walking around, taking things, what I termed, pretty easy for the number of men that were there and to be examined. It was possible that when a man did finish up there were some necessary things to write, but it didn't seem to me that after a man was examined the time elapsing between the examination and the time that another man came in to be examined should be as long as it was.

So that sort of thing carried on all the afternoon. When 5 o'clock came, I said to this girl, "Well, I guess you win your bet." She said, "Yes; I guess I do. I know; I have been here." And she had seen many of them, of the same cases. But while she didn't appear to be sympathetic about it or anything, it was more—well, it wasn't exactly a joke with her, but it was a common, ordinary occurrence with her. She didn't look at it as out of the way one way or the other. So I then said, "About what time do you think I will be examined?" And she said, "Why, you will be examined by about—yours is next."

The next time I spoke to her—apparently my time was next, and by that time there were a lot of men that were waiting there to be examined and had got disgusted and had gone out; but I came from Huntingdon, and I made up my mind I was going to see that through that day, because I had got that far, I had waited that long, and was going to see the thing through.

The CHAIRMAN. This was your first day there?

Mr. HAMMOND. Yes, sir; my first day. I then saw the doctor—apparently the doctor that was to examine me. I saw a man leave his place, and I was the next man, I was told, and I went in, and I asked this doctor—I don't know his name—I asked him when I would be examined. He said, "Oh, you will be examined all right in a little while." I understood that he was going to examine me. I sat there waiting in this place. I was half awake and half asleep from that long grind there, and just eating myself away doing nothing, and I saw him put on his coat and walk out. I went over to the stenographer again, and I asked this stenographer what was the idea. By the way, this wasn't the same stenographer; this was one that stayed late. It seemed to me that this was one of the nights when they had a night shift of doctors, and this particular stenographer told me, "Well, he is the last doctor. He has gone out." I said, "Well, he told me that he was going to examine me." "I can't

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help that," he says, "I am not the doctor here. You have to go out and come back to-night and get examined. There is your case, I know. You are next, but you will have to come back." So, that was 6 o'clock, and he said, "At 7 o'clock come back and there will be a doctor here to examine you." At 7 o'clock I came back and was examined.

The doctor came on the night shift. He was a fresh man and I was the only one there, so there was nothing else, but I had to be examined. That was all there was to it. He examined me in a very casual way. I might state that instead of examining me as the Bureau of War Risk did—if I may bring that in—he simply gave me an examination that you might give a horse. He said: "Open your mouth." He couldn't find a stethoscope, and he had to run around in somebody else's office to get a stethoscope, hunting in other people's desks for one. So he came back to me after he found a stethoscope and looked me over, simply with the stethoscope; he had no instrument to look into my nose to see if there was any trouble up there or not. He asked me if I knew about it. I had no definite idea of what the War Risk Insurance doctor had said regarding my condition, but I told him how I felt, and without looking, using an instrument to look down my throat, he wrote, "Adenoids and tonsils." I have here a letter recently received from Mr. Clark, in which I would like to just point out this first paragraph:

> We note in reviewing your papers that you were advised by our doctor when you were examined to have an operation performed to relieve your tonsil and adenoid trouble.

Now, that is the first time that I knew I had adenoids, and that examination was not an examination with any medical instruments, that was simply the eye looking into my throat and nose. Now, whether that is so or not I can not say.

The CHAIRMAN. What is the date of that letter?

Mr. HAMMOND. The date of that letter is March 27, 1920.

The CHAIRMAN. And when were you examined?

Mr. HAMMOND. I was examined about the 1st of January, 1920.

The CHAIRMAN. Was that the first notification you had?

Mr. HAMMOND. No, sir; I believe my first notification is that dated February 10, 1920. I would not swear to that, though. I wish that would not go down, because I am not sure, about that. But February 10 is the first one mentioned. I will come to that later and I will explain how this thing came through as quickly as it did.

Now to-day I went over to the Bureau of War Risk. I saw them, and I said to them: "Would you kindly give me my case; my examination at the Polyclinic Hospital, the diagnosis of that case? I have reason to believe that another examination I have had is not correct." This examination that I am going to mention now was given me in the Polyclinic Hospital in New York City, where the most modern and up to date, I might say, medical instruments were used.

The CHAIRMAN. What date is that?

Mr. HAMMOND. That date was about—I believe about January 3.

The CHAIRMAN. Before the other?

Mr. HAMMOND. Before the other, yes, sir; before the other. This information was given me right here in Washington from my record at the Bureau of War Risk Insurance. Here is the diagnosis:

"Chronic rhinitis. Enlarged tonsils, and laryngitis."

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Which, compared to the other, simply does not agree with it in that there is such a condition as adenoids. I can not see any connection with chronic rhinitis and adenoids. I am not a doctor, but adenoids is a growth, I believe, that keeps your mouth open. It is very difficult to breathe through your nose. I have never had any such trouble. Before I was gassed I could run and various other things, and I had to breathe through my nose, and to-day I breathe through my nose and don't snore, and I sleep with my mouth closed. Their examination states that it is chronic rhinitis. I didn't know what it was until I was told—just about what the trouble is that I have; something that runs down my nose into my mouth and goes down my throat and causes vomiting and things like that, especially after breakfast, or when I get up in the morning, and that is the condition. The adenoids question is one that is simply a guess on the part of that doctor; speculation. It was not given as a fact; it can not be, because I have no such condition. When that was given it was purely an examination—a casual examination like you might give a horse when you go up to it and look at its teeth and say, "Well, I think he is about so many years old"—something like that. That was the type of examination I had that day.

The CHAIRMAN. Mr. Hammond, are you familiar enough with methods of examination that you could state that a doctor who would look into your mouth could not tell whether you were suffering from enlarged tonsils?

Mr. HAMMOND. I am not mentioning the enlarged tonsils. I agree that I have enlarged tonsils. They are correct on the enlarged tonsils.

The CHAIRMAN. It is the adenoids?

Mr. HAMMOND. It is the adenoids.

The CHAIRMAN. And you say that he made no examination into the nose with instruments?

Mr. HAMMOND. Absolutely none. He looked at me with his naked eye, that is all, and stated afterwards that, as it appears in this letter, that I had adenoid trouble. The very fact that I had that examination and that my training and everything depended on such an examination bothered me, but I did not know whether that examination corresponded with the other.

The CHAIRMAN. How long did it take him to make the examination that he made?

Mr. HAMMOND. I feel safe to say that the examination itself, the time after I got in there and took off my shirt so he could examine me until the time I got out, was not over 20 minutes, because I didn't have 101 things to look at. He simply had to test my heart and lungs and this nose trouble.

Now, another thing that I wish to bring up, something that other witnesses have spoken of before me, as I have heard in the past two days, is the question of antagonism, the form of antagonism that a man meets when he approaches the board. To begin with, I might say that is the sort of antagonism that you get when you go to that man at the desk and want to get in and he says, "What is your case?" or something like that. They seem to feel, as I said before, that they are on a different plane. They seem to look upon you as a charity patient. They don't seem to realize that you are going

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there as a man who has fought on the other side and the Government has provided the money to be paid men who are disabled or not to be paid to them, but indirectly paid to them by giving them an education or fixing them up suitable to carry on their life work, providing that disability has in any way hindered them from performing the work that they set out to do.

The CHAIRMAN. What was your disability rating?

Mr. HAMMOND. My disability rating I can not state, except that I know my compensation is $12 a month.

The CHAIRMAN. $12 a month at present?

Mr. HAMMOND. At present; yes, sir. That is, I don't know whether that is governed by the Sweet bill or not. I just received my initial check the other day.

The CHAIRMAN. No: that does not—I presume that does not satisfy the Sweet bill. I think that must be the original rating.

Mr. HAMMOND. I am sure I don't know. I would not be qualified to make any statement on that.

Now, my next statement is one that I don't like to say much about, except—because, in a way, it is directly with you gentlemen. I feel that in my case—a moment ago you said something about the date being February 10. I will admit that that was rushed. This case was rushed. I am not going to mention the Congressman's name, but it was a Congressman that rushed the case. He got on it and looked after it for me; but my impression of this thing—of this law—is to provide a man with training without the necessity of him getting a Congressman to see the thing through. I think that a man ought to be able to go to that Federal board in New York and say, "Here, I have a case, such and such a thing. Examine me, please, and let me know about it," without waiting quite a while, as some do—as I know people have done.

I was tipped by this one-armed officer that the only way to do this thing was to use a little pull. That is the way he said it: "See your Congressman, and then you will get it through; otherwise, you will wait forever on it."

So I did that, and you see the result. My contention is this, however, that a man—there are a number of men that have not that tip. There are a number of men in New York, and all over the country—not only in New York—that haven't that tip to see a Congressman; that don't know how to go about it; and those men, when they make application for it, ought to get through just as fast without a Congressman. If a Congressman can put a priority order through, or something like that, why can't these people hustle up and make it all in the form of a priority order and put them through just as fast? There wouldn't be any delay, then. If one man can cause a condition that will put those things through, I can't see why they couldn't follow in natural sequence and all go through that way.

The CHAIRMAN. That comes, Mr. Hammond, from this sort of a situation: If you had had an unfortunate experience and could not get immediate action, and you would have written to me, calling attention to it, I would have immediately called over the telephone to the board and would have asked them to make a special effort to see your case at once and to see if possible whether they could

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remedy the situation or do whatever the case would justify. Now, in that case the board would likely make a special effort with you and leave a great many others still waiting, simply because I had made the request. It is hardly fair to the board to say that they are purposely delaying others, but it is rather because some particular person specially interests himself in your case that you get immediate action.

Mr. HAMMOND. Yes, sir; I agree with you on that, and I say that that should not be. I employed those means to do that because I was told by this person that the only way it could be done was that way, and my reason, my chief reason for putting it in at that time, my examination and all, was to try to eliminate this proposition of compensation; let that come through by itself.

The CHAIRMAN. Well, this person who told you that it was necessary to find some one of influence in order to get your case through did not mean to leave you under the impression that you could not get any recognition unless you did that, did he?

Mr. HAMMOND. He didn't mean to say that I would not get any recognition. I don't say that; but he is a man who had had dealings with the Federal board before.

The CHAIRMAN. Wouldn't he mean that you would get immediate recognition by the request that would be made? That would mean that others would have to wait until your case was adjusted.

Mr. HAMMOND. He meant that the question of getting on to a thing would be done more easily through pull or something else, and he said: "If you can use it, use it."

The CHAIRMAN. Of course, if any situation will justify that statement it ought to be corrected. That is not right at all.

Mr. HAMMOND. And this gentleman that I speak of, who is the ex-officer—I am not permitted to mention his name, for I don't believe he cares to appear as a witness or anything like that—had something to do with some proceedings not long ago against the Federal Board, where some member of the board was dislodged. I believe it was—I won't mention his name; I don't care to bring it out, but it has something to do with that hard-boiled-egg order.

The CHAIRMAN. Let me ask you, Mr. Hammond, this specific question to get your own view. Is it your conviction that in order to get proper treatment from the board you would have to have some influence outside of yourself?

Mr. HAMMOND. I will have to qualify myself in answering that question. I feel that to get influence that would satisfy a man; yes: I feel, to get it in time. A soldier naturally expects a few things done for him, doesn't he?

The CHAIRMAN. Yes.

Mr. HAMMOND. In the Army the soldier has things done for him all the way through, and when he is working for a Government body he expects things to be done for him, and now if these things are not done he seems to think they are never going to be done. He gets that feeling, well, he will let it go. And I think that is the trouble. It seems to me that is the trouble with a lot of men when you talk Federal board to them.

The CHAIRMAN. I am under the impression that this is the extent that most of the boys who wait have said: They think that because

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they don't get immediate attention the board is not sympathetic with them, and that the board does not care to expedite the case, and he becomes dissatisfied, and being himself a soldier who has rendered a great service, and who has won an obligation from the Government, he gets restless and out of patience, and is likely to think that the Government itself pays no regard to the gratitude it owes to the soldier. The board administering this law will have to keep in mind the Government on the one hand and the soldiers' rights under the law on the other, and if it takes time to do it, there is danger of the soldier feeling that he is being neglected.

Mr. HAMMOND. I am not trying to criticize the law. The law is all right. As far as I know that particular thing or duty that the law provides to be done, that particular work, I think it is all right according to the law. That is my idea of it. I am not versed in law; I don't know much about it; but I feel that it was fair enough when put out, but I do think that the Federal board in administering that law—I believe it is up to them to do that work, and I don't think they are doing it up to the mark.

The CHAIRMAN. You evidently feel that the board has not been sympathetic toward the soldier, and that the individual soldier who makes application does not get the attention that he deserves?

Mr. HAMMOND. Yes, sir; that is what I feel.

Mr. TOWNER. Your experience, I presume, is limited to the New York office?

Mr. HAMMOND. Yes, sir.

Mr. TOWNER. And so what you have to say about the board refers to the New York office and to those who had it in charge?

Mr. HAMMOND. Well, sir, I might answer that question by saying that if I work for a man and I make some mistake in working for that man, the person that dealt with my employer, the man who had been cheated out of this particular thing upon whom the mistake was made, would not come to me; he would come to the man higher up.

Mr. TOWNER. I was not speaking about the responsibility. It may be that the board is responsible entirely for the conduct of the New York office. That is not the question, but I wanted to know—you spoke very often about the board, and of course I wanted it to be clearly shown that when you spoke of the board you meant particularly those who represented the board in New York?

Mr. HAMMOND. I am qualifying all of my knowledge to the board as it is in New York City.

Mr. TOWNER. That is what I supposed.

Now, can you tell the committee the names of the men with whom you came in contact? Did you ever come in contact with Mr. Clark personally?

Mr. HAMMOND. No, sir.

Mr. TOWNER. Now, can you give us the names of the men with whom you did come in contact?

Mr. HAMMOND. No; but that could be obtained from my folder with the Federal board.

Mr. TOWNER. The name of the physicians who examined you; you have that there?

Mr. HAMMOND. I have the name of the physician who examined me in the Bureau of War Risk Insurance.

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Mr. TOWNER. You haven't the names of those who examined you in New York?

Mr. HAMMOND. No, sir; I have not.

Mr. TOWNER. I suppose possibly the only means of identifying it is to ascertain from the date who was the dayman and who in the other case was the nightman in order to find that out.

Mr. HAMMOND. To find the doctor's name?

Mr. TOWNER. Yes.

Mr. HAMMOND. The doctor's name would undoubtedly be at the end of the sheet stating my diagnosis.

Mr. TOWNER. Perhaps so. The man who examined you in the evening, you say, was very careless and indifferent about the examination?

Mr. HAMMOND. I would say it was a very casual examination. It was not an examination that one would expect when they are going to a place of that sort and for that purpose, as much depended upon the result of that examination.

Mr. DALLINGER. Mr. Hammond, when was it you first went to the board in New York?

Mr. HAMMOND. The Federal Board for Vocational Education? I can not give the exact date, but it was between, I will say, the 1st and the 10th of January.

Mr. DALLINGER. The present year?

Mr. HAMMOND. Yes, sir; 1920.

Mr. DALLINGER. When did you get out of the service?

Mr. HAMMOND. I got out of the service April 20, 1919.

Mr. DALLINGER. Had you thought of taking training during the year 1919?

Mr. HAMMOND. I knew nothing of it.

Mr. DALLINGER. When did you first learn about it?

Mr. HAMMOND. In my room. Where I am at the present time rooming I met this gentlemen that I referred to before as a one-armed officer, who had connection with the Federal board—not connection with the Federal board, but had appeared against the Federal board, I don't know whether officially or unofficially. I knew something about him, and he told me that there was such a thing as a Federal board.

Mr. DALLINGER. When was that?

Mr. HAMMOND. That was in the latter part of December, 1919.

Mr. DALLINGER. And from the time of your discharge from the Army up to that time, you did not know anything about this training?

Mr. HAMMOND. I did not.

Mr. DALLINGER. And you never heard anything about it while you were in the Army?

Mr. HAMMOND. No, sir.

Mr. DALLINGER. Where were you living from the time of your discharge from the Army until January, 1920?

Mr. HAMMOND. I might say partly home in Huntington, Long Island—that is my residence—and partly in Brooklyn. I lived in the latter place, say, from about the 1st of December, in Brooklyn, 316 Cumberland Street, Brooklyn.

Mr. DALLINGER. Were you examined when you were discharged from the Army?

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Mr. HAMMOND. Yes, sir.

Mr. DALLINGER. What did that examination show?

Mr. HAMMOND. That examination did not show anything because I waived disability. I was told at that time by various men that I met at Camp Upton, who had put in for such cases, as I had, bronchitis, laryngitis, and things like that, that you were sent to different hospitals and kept out of your opportunities to get furloughs, and to get home, and everything else. I was then in the same condition, about, as I am now. I feel that I can trot around. I can get around all right. The only thing is inside work and things like that, confining work, give me various troubles, such as hemorrhage and things like that. So because of the very fact that I could get along on the outside I waived disability.

Mr. DALLINGER. You waived disability at the time you were discharged?

Mr. HAMMOND. Yes, sir.

Mr. DALLINGER. And when did you decide to apply to the War Risk Bureau for compensation?

Mr. HAMMOND. I decided when this gentleman that I spoke of, the one-armed officer, told me that there was such a thing as a Federal board, and he said: "You could get compensation for your condition." I am not meaning to say there that I didn't know that there was such a thing as compensation. I did know that compensation was given, but I waived claims for the reason that at the time the Bureau of Compensation, or War Risk, rather, away back in the early part of April, 1919, was sort of new, and they kept men waiting quite a while for it; sent them to hospitals and things like that, where they were not relieved much of their condition, especially my condition, because I spent six weeks in a British hospital in France, and my condition was not more relieved except that my voice came back. That is all.

Mr. DALLINGER. Were you in an American hospital in France, or an English hospital?

Mr. HAMMOND. No, sir; but the Bureau of War Risk Insurance has the statement of the British hospital that I was in, especially the statement of convalescent depot No. 13.

Mr. DALLINGER. Now, what rating, what percentage of disability, have you received?

Mr. HAMMOND. That I can not say; it was not mentioned in the letter. I simply was told that I would receive—I will read it. This is from the Bureau of War Risk Insurance:

In accordance with the act of Congress, etc.——

Mr. DALLINGER (interposing). What date is that?

Mr. HAMMOND. This is dated the 22d of March, 1920. I will just mention the part here, the very first part, stating the amount of compensation.

Mr. DALLINGER. Read it all, if you will, please.

Mr. HAMMOND. The entire letter?

Mr. DALLINGER. Yes; if you will.

Mr. HAMMOND. Well, the entire letter deals with things that are purely connected with the Bureau of War Risk Insurance. The latter part of the letter is simply articles, Government articles, requesting me to notify them promptly as to my condition, and if you

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want that, I will read it all through; but I really think it would not interest the committee much.

Mr. DALLINGER. Go ahead and read what you please.

Mr. HAMMOND (reading):

In accordance with the act of Congress of October 6, 1917, and the amendment thereto, you are hereby notified that as a private, Headquarters Company, Signal Platoon, One hundred and seventh Infantry, who was discharged from the military service of the United States on the 2d day of April, 1919, you are awarded compensation in the amount of $12 per month.

That is all that mentions that.

Mr. DALLINGER. How long were you in the service?

Mr. HAMMOND. I was in the service 23 months, sir.

Mr. DALLINGER. And how much of that time were you across?

Mr. HAMMOND. Ten months.

Mr. DALLINGER. Now, when was it you first made application to the War Risk Insurance Bureau for compensation?

Mr. HAMMOND. To the War Risk Insurance Bureau was December 31, 1919.

Mr. DALLINGER. And when did you hear from them; after that application?

Mr. HAMMOND. That I could not say.

Mr. BRAND. He answered to that a while ago. October 10, you said, didn't you?

Mr. HAMMOND. No; that was from the Federal Board for Vocational Education.

Mr. DALLINGER. Now, will you repeat, when was it you first made your application to the Federal board for training?

Mr. HAMMOND. Between the 1st and 10th of January. I can not explicitly say what day, but it was within that time.

Mr. DALLINGER. Now, when did you enlist the help of a Congressman? Immediately upon the making of your application?

Mr. HAMMOND. Why, approximately, yes. What I said was simply this: I wrote my Congressman a letter, and I stated that I was making application for Federal board training and that I would like to know if he could help me out on it, so that I might, if the result warranted my taking a course at some institution, be able to get in on the January term. That was my reason, primarily, of using a Congressman to help me.

Mr. DALLINGER. And about 30 days from that time, as I understand it, or February 10, you received the first word from the vocational board?

Mr. HAMMOND. Yes, sir.

Mr. DALLINGER. And when was the next time you heard from the board?

Mr. HAMMOND. That I could not say. I have another letter here. I don't know whether I received any in between; but they stated in the letter of February 10 that they would give me section 3 training; that was all.

Mr. DALLINGER. What is your present status? Are you receiving training now?

Mr. HAMMOND. No, sir. The reason I have not is here in a letter.

Mr. DALLINGER. Have you already testified as to this letter I am asking you about now?

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Mr. HAMMOND. No, sir; not to this letter.

Mr. DALLINGER. I don't want to repeat what has already been testified.

Mr. HAMMOND. Well, partly to this other letter, and I may make a statement now.

While I am here now, may I ask from the committee of investigation whether it is possible for the Federal Board of Education to give a man training on their examination alone? That is, from the date of January 1—or must they hear from the Bureau of War Risk Insurance bofore they can take that action?

Mr. DALLINGER. Under the present law, they can give you training.

Mr. HAMMOND. This letter is dated March 27, 1920. It will repeat, partly, the other, but I will read it all. It is dated March 27, 1920:

Mr. FRANK HAMMOND,
316 Cumberland Street, Brooklyn, N. Y.

DEAR SIR: We note in reviewing your papers that you were advised by our doctors when you were examined to have an operation performed on you to relieve tonsils and adenoid trouble. We are writing you this time to inquire as to whether you will have this operation performed, or perhaps have already gone through it.

We should also like to know whether you are receiving compensation from the Bureau of War Risk Insurance. If you have been awarded compensation by the bureau, will you kindly send us the original letter of award, or else fill out the inclosed forms and have them certified before a notary, so we may have our records completed.

Hoping that you will favor us with a reply giving us this information, we are,

Very truly, yours,

——— ———.

That is signed by Mr. Clark.

Now, it seemed to me that right in here I might say that—first, may I read the letter of February 10?

Mr. DALLINGER. I thought you had already read it.

Mr. HAMMOND. I read this letter of March 27.

Mr. DALLINGER. Yes; read the letter.

Mr. HAMMOND. This is dated February 10, 1920. Can I eliminate the name, the heading?

Mr. DALLINGER. Yes.

Mr. HAMMOND (reading):

DEAR SIR: The facts in your case have been very carefully reviewed and the board is of the opinion that you are not entitled to training with subsistence pay, for the reason that your disability is not of such a charcter as to prevent you from returning to your former occupation. This board can offer you training without subsistence pay, providing you are receiving compensation from the Bureau of War Risk Insurance.

That is all I want to read of that. My question is, Are they empowered by this law to grant it on their examination, or must they wait until the Bureau of War Risk Insurance gives you compensation before they do this?

Mr. DALLINGER. As I stated to you before, I understand that under the present law the Vocational Board can give you training on their own examination if they desire.

Now, may I ask you right in that connection what was your former occupation, before you went into service?

Mr. HAMMOND. My former occupation, before I went into service, was very slight. I graduated from high school in 1916.

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Mr. DALLINGER. And when did you enter the service?

Mr. HAMMOND. I entered the service in April, 1917—April 20, 1917.

Mr. DALLINGER. And what had you been doing from the time of your graduation from high school until your entry into the service?

Mr. HAMMOND. I had been a salesman.

Mr. DALLINGER. And with what kind of a concern?

Mr. HAMMOND. An electrical concern.

Mr. DALLINGER. Were you a traveling salesman or indoors?

Mr. HAMMOND. No, sir; I was indoors at that time. I might say that it was my intention the following June to take up some college work. I intended to try to go to Cornell—Sibley College, at Cornell University—to take mechanical engineering. I mentioned that when I went to see the adviser of the Federal board. That was my intention, of trying to scratch a little money together and if possible take that course.

Mr. DALLINGER. I understand you to say that the trouble you have makes it practically impossible for you to continue work indoors, does it?

Mr. HAMMOND. Yes, sir; I can not see that—that doesn't go against the grain of the Federal board here in this action—I don't mean to point that out to the committee, because they have agreed with me that I shall take outside work—that is, the fact that I wanted to take mechanical engineering was gone over and settled upon. That would be all right, they said, but the question arises what kind of a mechanical engineering course could anybody take at night? And certainly I couldn't get along on $12 a month.

Mr. DALLINGER. As I understand it, Mr. Hammond, your complaint is that you want No. 2 training and they say you can have only No. 3?

Mr. HAMMOND. My complaint is not—I make no complaint at all upon the action taken on my case; I am perfectly satisfied with section 3 training. I am not speaking of my case in that sense. I am a witness here simply to prove certain conditions that I have found at New York, not for myself. The fact that I am a witness in here is not for myself; I am perfectly satisfied with the results as they are now.

Mr. DALLINGER. Then may I ask you this: What treatment did you receive other than what you have testified to in regard to the examination by the doctor? What was the character of your treatment at the office, the New York office of the Federal board?

Mr. BRAND. I just want to make one suggestion, Mr. Dallinger. I want to suggest that he went over that in detail time and again in answer to questions of Mr. Fess.

Mr. DALLINGER. I did not understand that he had.

Mr. BRAND. No objection to your asking it again, but that is true, Mr. Witness, you went over that in detail?

Mr. HAMMOND. Just what was the question?

Mr. DALLINGER. Independently and outside of what you testified in regard to your experience with the doctor, I am asking you whether you received any discourtesies from any other officials or employees of the Federal board.

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Mr. HAMMOND. Well, as a man who has been in the Army you probably would not call it terrible discourtesy, but it certainly was not courtesy. That is the only way I can say it.

Mr. DALLINGER. Then while you don't make any complaints about the disposition of your case by the Federal board, you do find fault with the way in which other soldiers were treated by the board?

Mr. HAMMOND. Yes, sir; that is just my idea in testifying to-day.

Mr. DALLINGER. And do you make any complaint in regard to inexcusable delay in your case?

Mr. HAMMOND. Yes, sir; on the initial day that I went there, I call that inexcusable delay. If the board is capable of hiring the number of clerks they have there, surely they could have enough doctors to take care of the disabled men for which that board is created, to see those men through in a day and not have them come there so often. That is my contention.

Mr. DALLINGER. Well, independent of the medical examination, do you feel that your case has been unduly delayed since the examination took place?

Mr. HAMMOND. I must qualify that. I can not say yes or no. With the assistance of my Congressman it has not been so.

Mr. DALLINGER. In other words, you are satisfied with the expedition which has taken place in your case as a result of the efforts of your Congressman.

Mr. HAMMOND. Yes, sir.

Mr. BRAND. You have stated the amount of the check, Mr. Witness, but you did not state for what month that check was drawn in payment.

Mr. HAMMOND. The check that I received is $12 per month.

Mr. BRAND. Yes; you said that. I don't want to go over that. You stated $12 a month. What month was it in payment of?

Mr. HAMMOND. You mean the initial payment? I said initial payment.

Mr. BRAND. Did you say that was the initial payment?

Mr. HAMMOND. The initial payment; yes.

Mr. BRAND. And you have only received one check?

Mr. HAMMOND. I have only received one check, but it was not for $12. I stated before that my check amounts to $12 per month. I don't believe I mentioned check, but if I did I meant that the amount of $12 is what I would receive per month.

Mr. BRAND. Well, you have received it ever since December 31, haven't you?

Mr. HAMMOND. Yes, sir; and yesterday I received a check right here in Washington, paying me for January and February.

Mr. BRAND. That is what this letter here shows, that you are allowed $12 per month the 31st day of December, 1919.

Mr. HAMMOND. No, sir; the 1st day of January.

Mr. BRAND. The 31st day of December, 1919, this letter says.

Mr. HAMMOND. Yes; that means that it begins—my compensation begins from that time.

Mr. BRAND. And you make no complaint against the payment of this money?

Mr. HAMMOND. No, sir; which shows the very date now when I received the letter granting me that.

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Mr. BRAND. You didn't do anything from April until you made the application December 31?

Mr. HAMMOND. I didn't do any work?

Mr. BRAND. Toward getting in touch with the board, or with the War Risk Bureau?

Mr. HAMMOND. Well, to be frank, I didn't know there was such a thing.

Mr. BRAND. You didn't do it, did you? It didn't make any difference whether you knew it or not, you didn't make any effort between those two dates to get in touch with either one of these boards?

Mr. HAMMOND. I will qualify that by saying that I made no effort to get in touch with the Bureau of War Risk, but as to making that statement as to the Federal board, I can not.

Mr. BRAND. When did you first try to get in touch with the Federal board?

Mr. HAMMOND. I have testified to that.

Mr. BRAND. I know you have; but I asked you the distinct question if you made any effort between your discharge in April and December 31 to get in touch with either one of these institutions?

Mr. HAMMOND. No, sir.

Mr. BRAND. That is what I thought. That is the way I understood your testimony.

Now, what were you doing during that time?

Mr. HAMMOND. I was taking various jobs.

Mr. BRAND. You were at work?

Mr. HAMMOND. I was trying to work; yes.

Mr. BRAND. Trying to make a livelihood?

Mr. HAMMOND. Yes, sir.

Mr. BRAND. How is it that an intelligent man like you could not find out between April and December 31 that Congress had created these two institutions for the purpose of helping the handicapped boys and that you hadn't got in touch with either one of them prior to December 31?

Mr. HAMMOND. In answer to that question I might state that I felt the same up to that time about the Bureau of War Risk Insurance as I did the day that I was discharged, which I have already stated to you. I testified to the fact that when I was discharged the condition of the Bureau of War Risk Insurance was not any too commendable, as far as the soldiers were concerned.

Mr. BRAND. You were disgusted with the delays?

Mr. HAMMOND. At that time; yes, sir. And at that time I did not hear, as I have also stated, about a Federal Board for Vocational Education, and certainly there were not great posters around during the time that I was—well, practically out of work, trying to work for a livelihood in between the time I was discharged.

Mr. BRAND. Now, what is the date on which that one-armed soldier first had this conversation with you about the Vocational Board?

Mr. HAMMOND. May I answer that other question?

Mr. BRAND. Well, if you want to. You have answered to my satisfaction, but I don't want to cut you off.

Mr. HAMMOND. In between the time I was discharged and the time I met this one-armed man who gave me the information about

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the Vocational Board and also stating that he thought that I could get compensation if I went for it——

Mr. BRAND (interposing). You stated that repeatedly. What was the date of that conversation?

Mr. HAMMOND. The date?

Mr. BRAND. About what time did that conversation take place?

Mr. HAMMOND. I have already stated that it was about the latter part of December, 1919.

Mr. BRAND. Well, I beg pardon. I did not understand you.

You were talking about failing to see Mr. Clark on one trip there when you saw that fat girl stenographer that you refer to in that way, who didn't give you much satisfaction. You asked for a Mr. Clark, didn't you?

Mr. HAMMOND. Yes, sir.

Mr. BRAND. Where did she tell you he was?

Mr. HAMMOND. It wasn't a she.

Mr. BRAND. I thought you said it was?

Mr. HAMMOND. I didn't testify as to talking to a stenographer. I said I asked a clerk.

Mr. BRAND. What did he tell you? Where did he tell you Mr. Clark was?

Mr. HAMMOND. I said the clerk at the first pen as you come in. I asked for Mr. Clark, that I would like to speak to Mr. Clark, and he said, "On what business?"

Mr. BRAND. I didn't ask you that question. I asked you, whoever he was, whether it was a she or a he, or whether it was a clerk or a stenographer, where did this person say Mr. Clark was?

Mr. HAMMOND. He didn't say.

Mr. BRAND. Well, you didn't see him, did you? You didn't see Mr. Clark, as I understand it.

Mr. HAMMOND. I did not.

Mr. BRAND. You went there to see somebody?

Mr. HAMMOND. I went there for the purpose of seeing Mr. Clark.

Mr. BRAND. Did you ask her or him, or the clerk where he was?

Mr. HAMMOND. Why, I have stated that I thought that I saw Mr. Clark, but I didn't see Mr. Clark, I saw another man. I saw Mr. Clark here the other day and this gentleman that I saw at that time was not Mr. Clark. So, apparently, I was ushered into somebody that was not Mr. Clark, but I thought it was Mr. Clark.

Mr. BRAND. I wanted to know, Mr. Witness, whether it was your fault for want of knowledge or whether it was the fault of the clerk that you didn't see Mr. Clark that day.

Mr. HAMMOND. Well, I would state that it was the fault of the clerk, because I asked for Mr. Clark. I said, "I have personal business with Mr. Clark," and I was ushered into an office.

Mr. BRAND. All right, unless you want to continue. That answers the question.

Mr. HAMMOND. I was ushered into an office and I sat down and began talking to this man, thinking that I was talking to Mr. Clark and this same gentleman said that he would take immediate action on my case, and I should go over to be examined.

Mr. BRAND. Is Mr. Clark here now, in this room? I don't know him.

Mr. HAMMOND. Mr. Clark was here yesterday afternoon, sir.

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Mr. BRAND. And he is not here now?

Mr. HAMMOND. No, sir.

Mr. BRAND. Now, how many rooms were there in that building where the Vocational Board is doing business, that you know of?

Mr. HAMMOND. I only know of the large room; one large room where the clerical force is, and there is a section partitioned off where, presumably, the officials are, or subofficials.

Mr. BRAND. How many rooms did they occupy?

Mr. HAMMOND. To the best of my knowledge it was all one floor. I don't know how many rooms they did occupy altogether, but on that floor, I believe there were about—well, four rooms exclusive of partitions.

Mr. BRAND. Were you in all of them from time to time?

Mr. HAMMOND. I was in three of the rooms.

Mr. BRAND. Now upon what do you base your statement that they had 200 men there?

Mr. HAMMOND. Simply as I might say, if an officer spoke to me and said, "About how far do you think it is from here to there?" I would say in the Army, "Well, I think it is about 100 yards."

Mr. BRAND. Well, you told Dr. Fess you assumed there were 200 men there.

Mr. HAMMOND. I assumed; yes, sir. I didn't say there were. I thought there were about 200, and it was simply by looking at the mass that I thought so.

Mr. BRAND. If there were 200 men at work it looks as though they ought not to have kept the boys waiting at all. That is a very important question.

Mr. HAMMOND. That I could not state accurately.

Mr. BRAND. Do you still stick to it that you assume that there were 200 men there?

Mr. HAMMOND. To me it looked like 200 men; yes, sir. I may be wrong, but that is only an assumption.

Mr. BRAND. Really don't know, Mr. Witness, how many they have there.

Mr. HAMMOND. That was only my assumption.

Mr. BURROUGHS. Mr. Hammond, let me ask you just two or three questions. I understood you to say there were about 200 employees in those offices in New York.

Mr. HAMMOND. Well, as I answered this gentleman here, I said that that is purely what I thought. I don't want that to be taken against me as saying there were 200 men there.

Mr. BRAND. That would simply be your estimate?

Mr. HAMMOND. At the time, going to the place, I estimated that there were about 200 employees on that floor.

Mr. BRAND. You were there practically all day?

Mr. HAMMOND. Yes, sir; practically.

Mr. BRAND. That is, you got in there about what time in the morning?

Mr. HAMMOND. I got there at 10 o'clock in the morning. I remained until 12. I returned at 1 and I waited until 6, and was not examined then and was told to go out and return at 7. I returned at 7 and left there at about a quarter of 8, or 7.30 that night.

Mr. BRAND. So that practically you spent the whole working day there in the office?

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Mr. HAMMOND. Yes, sir.

Mr. BRAND. Were you while you were in there, in plain sight of this working force, the 200, as you say, employees, where you could see them?

Mr. HAMMOND. Well, if I chose to, I—just in what way do you mean that question?

Mr. BRAND. My next question was going to be, what did they seem to be doing?

Mr. HAMMOND. Well, yes. I was in a position where I could look at them, and there I could not help remarking to myself, as it were—well, really I felt this way about it, that it took so long to get this thing through and there was that big force of people there, it sort of seemed to be at that time that the soldier was really in the minority, as far as getting anything done was concerned.

Mr. BRAND. Now, there were a large number of men, soldiers, who were waiting there the same as you were?

Mr. HAMMOND. Yes, sir; to the extent of no more than 30—I might qualify that to say that there were not more than 30 waiting there that day. That was the maximum.

Mr. BURROUGHS. Now, did all those 30 men receive attenton that day, some time during the day?

Mr. HAMMOND. No, sir.

Mr. BURROUGHS. Some of them then had to come back or had to go away that night without having received attention?

Mr. HAMMOND. Well, they left in the afternoon. When they saw the condition that they were in on the list, they couldn't wait.

Mr. BURROUGHS. You were waiting for a medical examination?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. Were all these other men waiting for a medical examination?

Mr. HAMMOND. No, sir.

Mr. BURROUGHS. Did you know what they were waiting for?

Mr. HAMMOND. Only by hearsay. I heard one or two of them mention that they were coming down to try and get off from school, the Federal Board school; that they were sick and they wanted to get off, and they had to see the doctor to get off, which would not have taken very long to do, and apparently did not.

Mr. BURROUGHS. Now, were any of those 200 men that you speak of advisors?

Mr. HAMMOND. I might state that this 200 proposition that I spoke of, that I thought about, or sort of assumed that there were, included men and women, and the advisors were over at the far end. I don't know how many advisors there were.

Mr. BURROUGHS. Did they seem to be very busy visiting with the men?

Mr. HAMMOND. Well, I can't say as to that, because it was at the other end of the room. I was at the very back of the room, like—well, about twice as long as this room here is, and there was all this agglomeration of office desks and things in between.

Mr. BURROUGHS. Let me ask you, did anybody advise with you, either that day or at any time, about your own case?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. When was that?

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Mr. HAMMOND. That was that same day.

Mr. BURROUGHS. Was that before you had your medical examin tion?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. Now, do you know the name of the man wh advised with you?

Mr. HAMMOND. I do not know his name, but his name can be h from the folder. I might explain here that it is very hard for an body to give testimony as to the names of these gentlemen when the appear in a big place like that. You go in there simply to b examined and get things over with, and they don't give you a stat ment of what your examination consisted of or anything else. The simply say, "We will notify you when you go out."

Mr. BURROUGHS. Now, you have not testified to this, I believe—i you have, correct me about it, but I did not understand that yo had testified to it.

I wish you would tell the committee, as near as you can remembe it, just what took place between you and this adviser when you an the adviser sat down together.

Mr. HAMMOND. Well, I might state that this particular advise treated me all right. I need not say much more about it, that h satisfied me. He was a man that I believe was educated to th position and for the position.

Mr. BURROUGHS. You haven't any fault to find, then, with th particular adviser in the office?

Mr. HAMMOND. With the particular adviser that advised me; no sir.

Mr. BURROUGHS. Did he seem to be sympathetic with you and tr to get at your needs, your special needs?

Mr. HAMMOND. Well, he seemed to be willing to accept whatever I wanted.

Mr. BURROUGHS. Well, from anything that you saw or observed there that day, or any time when you have been there in the office was your experience any different from that of other men who you did see?

Mr. HAMMOND. Are you referring to advising now?

Mr. BURROUGHS. Yes; I mean specially with reference to advisers.

Mr. HAMMOND. I might speak of a case that is not in there. It is a case of a man who is rooming where I am.

Mr. BURROUGHS. Of course, I might say that I want your own knowledge of it, not what somebody has told you.

Mr. HAMMOND. This is my knowledge in that you asked me a question as to whether or not I noticed anything about men being advised. I want to say that this man was advised to take a course that he is really not fitted for—that is in an educational camp—or if he is fitted for it, the only way he could be fitted for it would be a preparatory education. Now, this man—I won't mention his name, but he is taking up construction work and he likes it, and that is the reason why I don't want to mention his name. He wants to finish the course, but the man is handicapped a good deal by the fact that they let him take that course without a foundation for the course, because the course is logarithms and mathematics of such a nature that this man has never heard of them before. He don't know algebra and

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he comes to me for help on that. So in that case I would say that man was not properly advised.

Mr. BURROUGHS. And does he feel so himself?

Mr. HAMMOND. Well, he knows that he doesn't get it as he should, but he likes it and he wants to know that, to be that, so he is just plugging away at it.

Mr. BURROUGHS. I understood your complaint in regard to your own examination that it was, as you said, a casual examination that was given you—that is, rather careless?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. When you stop to consider the importance of it from your point of view?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. That is, they gave you about 20 minutes?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. And no instruments were used?

Mr. HAMMOND. None but the stethoscope.

Mr. BURROUGHS. And I understood you also to take the position from what you saw from your own experience and from what you saw there in the treatment of Mr. Smith that there was an attitude of indifference or hostility shown toward the men, and that they were unnecessarily humiliated and made to feel that they were asking charity instead of being treated as asking for what was due them as a matter of right.

Mr. HAMMOND. Yes, sir; I did refer to that in the case of this boy who came there, who I said I thought might be shell shocked, this Italian lad who came there, and before he arrived one of the clerks came down and said, "Treat this fellow gently; handle him with kid gloves."

Mr. BURROUGHS. Well, did you notice that attitude in regard to others than him?

Mr. HAMMOND. Well, I might say that that attitude was chiefly exhibited there—I didn't visit this place as much as other people who have testified here; I went there just that one day and I saw them no more.

Mr. BURROUGHS. Would you characterize their attitude toward you in that same way? Have they treated you that way?

Mr. HAMMOND. I would say they have treated me to a certain extent with discourtesy, in that I applied there and I asked for that examination. When I got to the point that I was examined—I mean where I was waiting my turn to be examined—I asked a question about when I would be examined and it was not answered with the amount of courtesy that one would expect. They did not say, "Well, you can't expect your case to come before 4 o'clock," or something like that. It simply meant that you had to wait there.

Mr. BURROUGHS. You speak about a pen. I was never in the offices. Won't you tell us what you mean by that?

Mr. HAMMOND. Well, usually a pen is something that is fenced in, and while I mean this is not a picket fence or anything like that, there is a railing around it and you go in there, and there are about four chairs in there, these wicker chairs with cushions on them, but the men come in and as they come in they just have to stand up there, that is all, and wait their turn. There is no room to sit down, and

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they lounge around and smoke cigarettes and throw them all over the carpet, and it looks just like a pig pen, if I do say so. The men get so disconsolate around there that they don't know what to do.

Mr. BURROUGHS. How many men would be there at a time in one of those pens, as you call it?

Mr. HAMMOND. At the time that I was there, there were, at the most, 20 men.

Mr. BURROUGHS. And four chairs, you say?

Mr. HAMMOND. Four chairs; yes, sir. They would stand up and lounge around and try to stand in line, or something like that; and while I was there that day an Italian came in who didn't speak much English, and, consequently, he was a sort of a joke—a laughing proposition for the clerks there who brought him in and who were talking to the stenographer—calling him Caruso, or something like that. He took it all right, but he was a soldier, nevertheless, and disabled, and he didn't look to be that sort of a person.

Mr. BURROUGHS. I believe you testified as to the date of your discharge?

Mr. HAMMOND. Yes, sir.

Mr. BURROUGHS. That is all.

Mr. ROBSION. You have been asked quite a good many questions in regard to your opinion as to there being about 200 persons employed in that building.

Mr. HAMMOND. Yes, sir.

Mr. ROBSION. If I remember the records—the testimony—some witnesses heretofore have stated that there was something like 300 to 400, and it is your opinion that there were about 200 people employed there?

Mr. HAMMOND. That was given as a general opinion. I am not much at judging the amount of people. Distance would be better for me; but to me it appeared that there were about, I would say, around 200 people. There might have been more; there might have been less—that is, that were visible—that I could see.

Mr. ROBSION. When you arrived there that day, about 10 o'clock, there were something like 10 of you?

Mr. HAMMOND. Yes, sir; waiting there. I was about the tenth man to come in to that pen.

Mr. ROBSION. And you waited from 10 o'clock till about 7 o'clock that night before you got an examination?

Mr. HAMMOND. Yes, sir.

Mr. ROBSION. And there were about four chairs in that place?

Mr. HAMMOND. Yes, sir.

Mr. ROBSION. Now, these men that came in there and were waiting, up to as high as 20 at a time, with four chairs, as I understand you, they were all disabled or sick?

Mr. HAMMOND. Yes, sir.

Mr. ROBSION. Was there no effort made there to furnish them chairs or places to rest while they were waiting?

Mr. HAMMOND. No, sir.

Mr. ROBSION. And you tell this committee that a great many of the disabled and sick men there became fretted and worn out and left without the examination?

Mr. HAMMOND. Yes, sir.

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Mr. ROBSION. And I believe you also tell the committee that some of these men informed you that they had been there two or three days waiting?

Mr. HAMMOND. Yes, sir.

Mr. ROBSION. Was there any suggestion there from any person in charge of that board to have appointments made for the men, that they could come in there at certain hours and receive their examination, and not be required to stay there from day to day?

Mr. HAMMOND. No, sir; that is just the point that I tried to bring out. I felt it all the time I was there, from what other men said and from what I have testified, I felt that the way everybody looked at it down there it was a cinch that instead of giving you training they were trying to keep it away from you. It seemed that way to me. Instead of coming out and trying to promote the training of disabled men, they were doing their best to retard it by making you stand up in this condition and waiting around and going from one person to another and things like that.

Mr. ROBSION. And if I have understood you correctly, their attitude was that they did not owe to you crippled heroes of this country any duty or courtesy, either one?

Mr. HAMMOND. Well, it seemed to me that was the attitude. It seemed so to me.

Mr. ROBSION. That is the impression made upon your mind from their conduct toward you men?

Mr. HAMMOND. Yes, sir. It seemed just like a matter-of-fact cold proposition that we were coming there to get something that—almost like begging, you might say.

Mr. ROBSION. Now, if I understand you, you have no grouch against the board at all on your own account?

Mr. HAMMOND. No, sir; in my own case I have no grouch. I went through all right, and the Federal board was perfectly all right on my case. All I am stating is what I saw, and I feel the reason why I am making this statement is because there are thousands of other fellows that have been buddies of mine all over the country that can not be present at this investigation and can not fight for themselves on a thing like that, and yet that condition exists, and there are men in New York who are not willing to go into a thing like this, who are keeping away from it and who did not by any means receive the best of consideration, men who really deserved more than I did.

Mr. ROBSION. You have been asked a number of questions about a man of your intelligence not finding out about the vocational board for your own relief. I might say to you and to the committee that every few days I get a letter from a soldier wanting to know if there is such a thing as the vocational board or compensation.

If I understand it, when you got out of the service you went to work trying to make a living for yourself?

Mr. HAMMOND. I tried to; yes, sir.

Mr. ROBSION. And you feel that you have a physical handicap?

Mr. HAMMOND. Yes, sir; inasmuch as I can not work indoors.

Mr. ROBSION. You can not follow now, as I understand you, the vocation or the work that you followed before you entered the service?

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Mr. HAMMOND. No, sir; I can not.

Mr. ROBSION. Where were you first wounded?

Mr. HAMMOND. I was wounded in the town of Neolay, France.

Mr. ROBSION. In action?

Mr. HAMMOND. In action; yes, sir. In an air raid.

Mr. ROBSION. And did you go to the hospital from that wound?

Mr. HAMMOND. No, sir; I did not. I went to the company—I might call it a battalion hospital. It was a slight scratch—a gunshot wound in the right side. The shrapnel was not imbedded, but just cut and went on.

Mr. ROBSION. Then you immediately reentered the service?

Mr. HAMMOND. Well, I went around with the company on a crutch for about two weeks, and I traveled with them when they made their hikes to a place where we were training—retrained. We had been in the lines and had come out of the lines, and on our way out of the lines I was bombed in this air raid.

Mr. ROBSION. You were bombed in an air raid?

Mr. HAMMOND. Yes, sir. We were in a billet, and at night a German aviator came over and dropped a bomb on it and caused the trouble.

Mr. ROBSION. Was that when you were gassed?

Mr. HAMMOND. No, sir; that was in July, 1918. I was passed October 20, 1918.

Mr. ROBSION. Well, were you in action then? Was there a battle on when you were gassed?

Mr. HAMMOND. Yes, sir; I was then in the One hundred and seventh Infantry, signal platoon of the headquarters company.

Mr. ROBSION. Now, what do you claim that this gassing did to you? How did it affect you?

Mr. HAMMOND. I might state that we had a wireless set up. We were the wireless platoon—the signal platoon—of the One hundred and Seventh Headquarters Company. Our outfit was at that time operating in the vicinity of St. Suplee. That was the Twenty-seventh Division, One hundred and seventh Infantry. On this particular day we were in a farm called Vanderbilt farm, and we were receiving messages there back and forth, answering messages pertaining to military affairs. That was a subline wireless station, and the gas shells were falling in the vicinity of that farm, apparently, to us unknown, and this gas seeped through, and the first knowledge of it was every man began talking huskily; that is, within a short time every man began speaking that way, till within an hour after——

Mr. ROBSION (interposing). It changed the voice?

Mr. HAMMOND. Changed completely. I lost my voice entirely. If any of you gentlemen here have ever heard a goose or a gander try to squawk—that is the only way we could make ourselves articulate. That was the only possible means of articulation.

Mr. ROBSION. When you entered the service, was there any physical defects about you, such as you have now?

Mr. HAMMOND. No, sir; when I entered the service I had no physical defect. In fact, I have been an athlete at high school and in the county from which I came. I won various medals in the half-mile run, and things like that.

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Mr. ROBSION. Could a young man win medals as an athlete, undergo the physical contests that you have undergone, who was suffering with adenoids?

Mr. HAMMOND. Hardly. The fact that a man runs on a half-mile run—a man does not run with his mouth open. The man closes his mouth and has to breathe entirely through his nose.

Mr. ROBSION. And you tell the committee that from your knowledge of adenoids, that you don't have adenoids?

Mr. HAMMOND. Yes, sir; from my knowledge of adenoids I didn't have adenoids, and from various examinations that I had I have never been told I had adenoids.

Mr. ROBSION. But this report that you received from the Vocational Board there said you have adenoids?

Mr. HAMMOND. Yes, sir; it does. Signed by Mr. William A. Clark.

Mr. ROBSION. And wants to know whether you will submit to treatment for adenoids, a thing that you say you haven't got?

Mr. HAMMOND. Yes, sir.

Mr. ROBSION. Now, of the 200 people that you think were employed there in that New York office, were any of them fellows that went overseas?

Mr. HAMMOND. State that again.

Mr. ROBSION. Of something like 200 people that were employed in the New York office, that you say seemed to have a disinterested attitude toward you soldiers, were there any fellows that went overseas to help fight?

Mr. HAMMOND. Why, there were a few; yes, sir. I noticed a few.

Mr. ROBSION. What was their attitude toward you soldiers?

Mr. HAMMOND. Well, their attitude could not be taken, because they could not have an attitude. They could not express an attitude if they so desired, because they would get their heads knocked off.

Mr. ROBSION. Who would do that?

Mr. HAMMOND. The soldier would do it. If another man came over to me, wearing a button like this, no matter what position he held, if he tried in any way to make himself on a plane somewhat higher than I, I believe any man with fighting blood that was on the other side would take exception to it.

Mr. ROBSION. The soldiers that were in there did not show you any discourtesy, did they?

Mr. HAMMOND. No, sir; absolutely not—what soldiers I saw.

Mr. ROBSION. And you feel, and your evidence in testifying shows, that these crippled boys that came back there ought to receive better treatment than they received in that New York office?

Mr. HAMMOND. Yes, sir.

The CHAIRMAN. That will be all, Mr. Hammond.

There was another witness here, Mr. Davis.

STATEMENT OF MR. JOHN JOSEPH DAVIS, WASHINGTON, D. C.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Davis, give your name and address to the stenographer.

Mr. DAVIS. Will you kindly speak a little louder?

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The CHAIRMAN. Give your name and address to the stenographer.

Mr. DAVIS. My name is John Joseph Davis, 1712 Fifteenth Street NW., Washington, D. C.

The CHAIRMAN. You live in Washington?

Mr. DAVIS. At present, sir.

The CHAIRMAN. Are you an ex-service man, Mr. Davis?

Mr. DAVIS. What is that, sir?

The CHAIRMAN. Are you an ex-service man?

Mr. DAVIS. Yes, sir.

The CHAIRMAN. Have you made any application for vocational training?

Mr. DAVIS. Yes; I made application about 10 months ago.

The CHAIRMAN. You may tell the committee your experience.

Mr. DAVIS. Mr. Chairman, I was discharged on April 8, but I really was not discharged until four days later. I was detained by a commissioned officer, and I was at home in New York city—I went home three weeks and then came back here purposely to try to locate a $200 Liberty bond that I bought while I was in the service, but I couldn't get it after having half a dozen people trace it until I had to go to a woman in the Zone Finance Department by the name of Mrs. Ford, as the bond had been taken out by a bank by the name of Smulzers, at Newport News, and after communicating with them for six or seven months I could not get any satisfaction, so I finally, after being discharged came back here to try to see if I could get it myself, and Mrs. Ford, after putting a tracer or something—a Secret Service man—after it, had the bond located at Smulzers Bank at Newport News.

The CHAIRMAN. Who is Mrs. Ford?

Mr. DAVIS. She is the head clerk in the Zone Finance department.

So in the meantime I heard about a position being open in the register's office, and I went down to the civil service and saw Mr. Halloran, and he referred me to Mr. Teehee, who offered me a position in the register's office, which I accepted.

I was working in the register's office about, I believe, a week or perhaps two weeks when I went down to make a claim in the War Risk Building for defect in hearing, and I was sent to Dr. Billard, on Fifteenth Street, to have him examine my ears, and I believe he tendered a medical report of 15 per cent disability in the left ear, which may gradually affect the right ear in the course of time, and also stated that there was some bone out of place in my nose, but perhaps if it was removed it would have some bearing, and that it may relieve the pressure on the drum in the left ear. So since then I have received quite a number of communications from Mr. Magee and Mr. Greenleaf, who represent the Vocational Board here in Washington, on Fourteenth Street and Pennsylvania Avenue. I must say the man has been very courteous to me. He offered all the assistance available, but I can't see why I have been denied it, because I have given them all the information necessary, and I have been examined by the War Risk doctor and examined by the doctor for the Vocational Board, and both of them submitted a report similar, and it was only here about a month ago I received a communication which I turned over to Mr. Greenleaf, asking me if I would change my course. I said no. I decided to take a course in agriculture

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because it would give me outside work which would benefit my hearing, as working indoors has a tendency to make me sort of nervous, and I really can't say that I can stand it much longer. So I was to take a course in agriculture, and they would send me to Maryland State.

After about two weeks later I received a communication stating for me to report down there as they wanted another affidavit. I reported down there, down to Mr. Greenleaf, and showed him the letter. He says: "I fail to see why they should send you this notification. You have given me all the information necessary. I will communicate with Mr. Magee in Baltimore and see what I can do for you." And as far as I understand about this Mr. Magee—I don't want to mention any names, but another young man working in the office with me has had quite some trouble with Mr. Magee, and he had to go to his Senator about his case. I think in a day or two he received a telegram or a letter from Mr. Magee, saying: "Well, your course has all been arranged for you to take up your studies at this institution." I really don't know the institution, but Mr. Magee, I believe, tried to put it off from this young man until he consulted his Senator or Congressman. I don't wish to mention the man's name, but I know Mr. Magee has been that kind of a man, as far as I can observe, and that, as far as possible, if things didn't just suit him he wanted to have them changed.

Gentlemen, that is all in my behalf. I would just like to know why I have been kept waiting for 10 months.

The CHAIRMAN. Who is Mr. Magee?

Mr. DAVIS. All I know about the gentleman, sir, is that he represents the Vocational Board at Baltimore, the head of the office.

The CHAIRMAN. Did you say you had been assigned to the Agricultural College of Maryland?

Mr. DAVIS. Well, they state in one communication they expected to put me in the Maryland State College and then perhaps a month or two I haven't got any document whatever now; I became disgusted and just tore them up and had about given up all idea of taking it up, and was thinking of taking something up at some night school or some of the colleges here, St. John's or some other place, on my own resources.

The CHAIRMAN. You are not taking any training at all, then?

Mr. DAVIS. No, sir; I am not. I have been waiting for developments.

The CHAIRMAN. The reason you are not is that provisions have not been made?

Mr. DAVIS. Yes, sir.

The CHAIRMAN. You say you have no papers?

Mr. DAVIS. No, sir; the last communication I received in regard to making another affidavit, I turned it over to Mr. Greenleaf down in the Vocational office here in Washington.

The CHAIRMAN. When was it you made your first application for training?

Mr. DAVIS. I was discharged in April—I should say about June. I think it dates back to June.

The CHAIRMAN. June of 1919?

Mr. DAVIS. Yes, sir.

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The CHAIRMAN. And up to date you have had no adjustment of your case?

Mr. DAVIS. No, sir.

Mr. TOWNER. Do you have a disability rating from the War Risk Bureau?

Mr. DAVIS. Yes, sir.

Mr. TOWNER. What is it?

Mr. DAVIS. Fifteen per cent disability and hearing in the left ear. The reason why I hold my finger here [indicating] is that by pressing my finger on the left side here next to my ear I manage to hear, but by not doing that I can not really hear and hear distinctly.

Mr. TOWNER. The board then has satisfied themselves that you are entitled to training with compensation, have they?

Mr. DAVIS. Yes, sir.

Mr. TOWNER. Are you receiving compensation from them?

Mr. DAVIS. Yes, sir; my first check I received December the 27th.

Mr. TOWNER. And you have received it since?

Mr. DAVIS. Yes, sir.

Mr. TOWNER. What do you get at the War Risk?

Mr. DAVIS. At the present time, $12 a month.

Mr. TOWNER. And from the Vocational Board?

Mr. DAVIS. I haven't received anything from the Vocational Board.

Mr. TOWNER. You have received nothing from them?

Mr. DAVIS. No, sir.

Mr. TOWNER. The delay seems to be because of the failure to act on the part of the Baltimore man?

Mr. DAVIS. That is where it seems, sir. I have given all the information necessary.

Mr. TOWNER. Are all of the boys sent to Baltimore from here? Are all of the applications from Washington sent to Baltimore before their cases can be passed upon?

Mr. DAVIS. I don't think so. I think any cases from here which are sent to Baltimore are those of men who would go to Maryland State College, which is in that district. I believe that is why my papers have to be forwarded from here to Mr. Magee, in Baltimore, because that seems to be in his district over there. In fact, I think that is where all final arrangements are made.

Mr. TOWNER. I think we ought to have a report from the board, Mr. Chairman, on this case. It is right here in Washington. It certainly seems as if some action could have been taken before this.

Mr. PLATT. I understand you to say that you have no other disability except your ear?

Mr. DAVIS. Well, that is all at present, although the last time I was down there, Mr. Greenleaf asked me—he said, "We have a report here that you met with an accident while breaking remounts at Newport News." I told him yes: that I had sort of a carbuncle; that I was thrown from a remount while on duty and fell on my pistol, which formed a carbuncle. I received treatment for about three months at Newport News. And also in the service I had minor accidents, and in the organization that I belonged to it was a reflection upon a man if he was seen going to have medical treatment too often, and I have seen a number of men being kicked and getting some awful falls that really they should have gone to see about it.

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Perhaps it might have developed into some bad case later on; but the men felt this way that it was a reflection or slur upon his ability, a reflection upon his ability as a soldier, and half of the men wouldn't go.

Mr. DALLINGER. Will you tell the committee, Mr. Davis, when you enlisted and where?

Mr. DAVIS. I enlisted May 26, 1917, in New York City.

Mr. DALLINGER. In the Regular Army?

Mr. DAVIS. Yes, sir. And I was discharged—my order came from the Eastern Department on the 8th day of April, but I was not discharged until the 12th.

Mr. DALLINGER. What year was that?

Mr. DAVIS. 1919. Last year, sir.

Mr. DALLINGER. And were you discharged for disability?

Mr. DAVIS. No, sir.

Mr. DALLINGER. Were you examined by the Army surgeons before you were discharged?

Mr. DAVIS. Well, while in the service I reported my case at Newport News to the base hospital. I was getting treatment down there, and several doctors suggested an operation, but finally they put it before the head doctor—I believe it was Maj. ——; I can't recall his name—who, when he examined me, said, "An operation is out of the question with this young man. He has a little hearing in the left ear, and to operate upon him will remove the drum in the left ear and he will lose the hearing entirely." So that stopped that question about an operation. So I never bothered my head any more about it. I figured—well, I didn't know how long I would be in service, and as soon as I was discharged I would take it up on the outside. Then we proceeded to Fort Myer, and I was discharged there. I didn't have much faith in some of the medical doctors at Fort Myer, because I have seen a number of boys operated upon, and it didn't prove successful, and I decided that I would make the best of my lot.

Mr. DALLINGER. How long were you in the service, then?

Mr. DAVIS. Twenty-three months.

Mr. DALLINGER. And did you see service overseas?

Mr. DAVIS. No, sir; the Eleventh Cavalry was detailed in this country.

Mr. ROBSION. How did you receive your injury?

Mr. DAVIS. Well, I was in the service about a week up in Fort Slocum, N. Y., when we were sent down to Fort Oglethorpe. We were in tents for a while and then were sent to a cantonment, and we had to build stables for horses, and it was nothing but an old flat, and I worked from a little after 7 o'clock in the morning until half-past 11 in mud almost up to my waist, and then we would come back and wash up and have dinner and go back again. Well, that lasted, I should say, for a couple of months, and it was nothing but working in this old swamp that I contracted a cold which settled in the left ear, and ever since I have been troubled with ear trouble.

Mr. ROBSION. What business did you follow before you entered the service?

Mr. DAVIS. I worked in the grocery and butcher business with my people up in Brooklyn, N. Y.

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Mr. ROBSION. And you wanted to take a botanical gardening training, or an agricultural training?

Mr. DAVIS. Yes, sir.

Mr. ROBSION. You say your application has been in for 10 months and they have never passed upon it yet?

Mr. DAVIS. No, sir; I have never received any definite information about it.

Mr. ROBSION. And you don't know yet whether you are going to get section 2 training or not; do you?

Mr. DAVIS. No, sir.

Mr. ROBSION. You don't know whether you are going to get any training; do you?

Mr. DAVIS. No, sir. If they would only decide, if they were to tell me: "You are not entitled to it," very well, I would let the matter drop, and as I said before, I will make the best of my lot and take up something else. If I could find a school here in Washington or in the suburbs, where they have a course in agriculture, I will take it up, and the reason why I want to take it up is that it will give me the outside life that I want, and I intend some day perhaps to be in a position where I will be able to run a small place and raise stock, and where it will give me pleasure and something to work for.

Mr. ROBSION. Have you ever addressed any communications to the Federal board here in Washington?

Mr. DAVIS. Why, I do business here in the central office, if that is what you call it, down here at Fourteenth and Pennsylvania Avenue.

Mr. ROBSION. Have you been to see any of the members of the board here in Washington?

Mr. DAVIS. I have been to see Mr. Greenleaf. He is the man that has been handling my case all along, and he is doing all in his power, but it seems he can't do anything for me, unless he gets the sanction of Mr. Magee and he has said to me several times: "Davis, you are entitled to it. I don't see why you don't get it."

Mr. ROBSION. You say Mr. Greenleaf has said to you that you are entitled to it and he doesn't see why you don't get it?

Mr. DAVIS. Yes, sir.

Mr. ROBSION. Isn't this man in Baltimore under the board here in Washington?

Mr. DAVIS. Well, I really couldn't tell you whether the man at Baltimore is under the office here. It would seem that the people here in Washington were under this Mr. Magee, as all matters pertaining to my case are forwarded to Mr. Magee, and if it doesn't get his sanction they can't go any further with it.

Mr. ROBSION. Your impression is that the central office of the board here in Washington is under Mr. Magee, in Baltimore?

Mr. DAVIS. Yes, sir.

Mr. ROBSION. Well, did Mr. Greenleaf ever tell you why your case was not passed upon?

Mr. DAVIS. No, sir.

Mr. ROBSION. How old are you now?

Mr. DAVIS. I am 30.

Mr. ROBSION. Are you single or married?

Mr. DAVIS. Married.

Mr. ROBSION. How long have you been married?

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Mr. DAVIS. Since November.

Mr. ROBSION. Could you take the training without pay? I mean, could you take it under section 3?

Mr. DAVIS. Not very well; no, sir.

Mr. ROBSION. I mean, have you means of your own to go and take this training?

Mr. DAVIS. No, sir.

Mr. ROBSION. You would have to have pay from the Government while you are taking the training?

Mr. DAVIS. Yes, sir.

Mr. ROBSION. And Mr. Greenleaf has told you you are entitled to the training?

Mr. DAVIS. Yes, sir.

Mr. ROBSION. How far back has he told you that?

Mr. DAVIS. Well, several times. He said: "I fail to see, Davis, why they don't take some action upon this for you. In my estimation, you are entitled to it."

Mr. ROBSION. How long has he been telling you that?

Mr. DAVIS. Well, ever since he has been handling the case for me.

Mr. ROBSION. But you have not said when. About when?

Mr. DAVIS. I would say from last June.

Mr. ROBSION. And you are anxious to take training, are you?

Mr. DAVIS. Yes, sir.

Mr. ROBSION. And are willing to take it if it is granted to you?

Mr. DAVIS. Yes, sir.

The CHAIRMAN. You are excused, Mr. Davis.

The committee will stand adjourned until 10 o'clock next Tuesday morning.

(Whereupon, at 4.05 o'clock p. m., the committee adjourned until 10 o'clock a. m. Tuesday, April 5, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Tuesday, April 6, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will please come to order. Mr. McGovern, you may be sworn.

Mr. MCGOVERN. Yes.

STATEMENT OF MR. GEORGE B. McGOVERN, 260 NEW MAIN STREET, YONKERS, N. Y.

The CHAIRMAN. You may give your full name and your present address to the stenographer.

Mr. MCGOVERN. George B. McGovern, 260 New Main Street, Yonkers, N. Y.

The CHAIRMAN. Congressman Husted, who has a resolution before the committee, asked me to have you come before the committee; that you had some information that the committee would be glad to have in regard to the work of rehabilitation. You may proceed to tell the committee what you know about the work, and you may proceed uninterrupted unless some member of the committee wants to ask you a question.

Mr. MCGOVERN. Mr. Chairman and gentlemen of the committee, I would like to have, first, not for the record, an opportunity to make a short statement of about four or five sentences. My interest in the work of the Federal Board for Vocational Education, the rehabilitation division, is that of a citizen who wants to see these men properly taken care of. My reason for delay in action is the illness of the President and the situation with regard to the war matters generally, and I felt, having met members of the committee, that the committee would be reluctant about investigating this matter because of the fact that if even one man in the United States who had been injured in the service were to get the idea that the Federal board or any board was not willing to perform and did not perform its full duty that I would be doing wrong to that man. I wanted to do this work quietly if I could.

To go on with my connection with the board and with the work: My first connection with the board was through a letter addressed to the President of the United States in which I objected to the amount of the appropriation granted.

The CHAIRMAN. What time was that?

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Mr. McGOVERN. That was—I have a letter in reply which is dated July 22, 1918. My letter was dated July 16 of the same year, to the American Federation of Labor in St. Paul. I requested that the American Federation of Labor on or about June 15 take steps to have the amount increased. My reasons, as given both to the American Federation of Labor in convention and to the President, were these: At that time we had about 8,000,000 men under consideration as an armed force. Dividing that into the amount——

The CHAIRMAN. What do you mean by the 8,000,000 men?

Mr. McGOVERN. At that time the general reports were that we anticipated that it would probably be necessary to have 8,000,000 men under arms for war duty. That was in July, 1918. We had then, I think, more than half the men, and about five to one behind them engaged in service which was similar and which we believed would come under rehabilitation. I divided the 2,000,000 by 8, and that reached the sum of 25 cents per capita, an average. I divided that $2,000,000 by the approximate number of vocations in the United States, which gave $6,000 to each vocation, which would not allow a plan of rehabilitation for even one man.

The CHAIRMAN. What was your official position at this time when you wrote the President?

Mr. McGOVERN. I had no official position.

The CHAIRMAN. Just as a citizen?

Mr. McGOVERN. The result of my letter was a reply from the Federal board in which they requested me to see them and suggested that I accept a position. I did not reply to that letter for about 30 days. Then I came down to Washington to see the board and explain to them that my attitude was not that of one who was seeking a position, but one who would rather remain aloof, so that he would not be under orders—that he would be absolutely free as a citizen to assist the board in this work. I found at that time that there were two gentlemen here—a Mr. Kidner and a Dr. Miller—I am not sure but what Mr. Kidner was a doctor also.

THE CHAIRMAN. Mr. Kidner was from Canada?

Mr. McGOVERN. And Dr. Miller was from Canada. I investigated then their method of rehabilitation and I told both Dr. Kidner and Mr. Miller and Mr. Critchett, who was there at the time, that I did not exactly approve of the conditions, that I did not think it was founded on American methods, that the Canadian methods were vastly different from those in America.

The CHAIRMAN. May I ask what had led to your interest in that particular line of work? Had you had any particular practical experience before?

Mr. McGOVERN. Yes, sir; about 17 years ago, I had this right hand crushed and I had that hand in a sleeve for a year. I made up my mind at that time that if it were possible I would devise some engine or a machine which would help a man who was in the same position that I was at that time. I know how I felt, so to follow along and answer your question, if I may elaborate, in 1914, in the American Federation of Labor convention in November I introduced a resolution. This is the result of years of work to get at the whole thing at what I thought was a big human machine.

In 1914 I introduced a resolution at the American Federation of Labor, and I have a copy of it here, a typewritten copy, which was

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an effort to establish some machinery for the care of what I termed the industrial cripple. I was talking then with working people and was making the strongest appeal that I could. I told them at that time that we would be in the war, that we would probably be attacked by the victor if we did not enter the war on one side or the other, as soon as the American people had reached a conclusion. And I told them what I believe to-day, that the experience of persons who have been handicapped in the United States is the most fruitful field on which to construct a proper theory of rehabilitation. That resolution failed to pass in Philadelphia. I then failed of election to the 1915 convention and in 1917 I went to Buffalo and in November, 1917, I reintroduced this resolution, practically the same text, with one or two words' difference. In 1917 the American Federation of Labor adopted the principle of rehabilitating industrial cripples. That went along until 1918, in June, when the matter of rehabilitation was brought up here. I was never notified; why, I do not know, although I had fought and spent my own money to get this over.

The CHAIRMAN. If you will permit me, likely you were not called because the hearings were held by conjoint meetings of the two committees of the House and Senate and we decided to call representatives of these various associations and when the American Federation of Labor was called it was called through Mr. Gompers, and he appeared. I presume that was the reason.

Mr. MCGOVERN. That is not said in the way of complaint.

The CHAIRMAN. I understand.

Mr. MCGOVERN. The fact is, I was not interested in such matters so much as with the operations in the process of formation or I would have been here.

The CHAIRMAN. If you will permit also, at that time there was very strong pressure brought to attach to the disabled cripple a provision for the industrial cripple and we as a committee asked them not to press that at that time for the reason that the disabled soldier would be purely a Federal function, he being in the service, and industrial cripples would be a cooperative function, Federal and State. We were afraid that if you put that in at that time that it would delay and we could not get at the organization, and upon the promise of the committee that they would get behind the industrial cripple movement after that was over, that was dropped.

Mr. MCGOVERN. In addition, at Buffalo, I introduced a resolution which would have given—my theory, understand, of rehabilitation is based on gathering practical experience of men who have been in this work and then have educators criticize these plans and devise from them a method of rehabilitation coming from experience. That is where I expected to get the teachers from, and train these men and cooperate with these men. Some people say that it is only a fool that learns by experience, but I do not agree with that saying at all. Any man who has had experience is better qualified, in my opinion, than one who has not.

In Buffalo I introduced a resolution in addition to the first and I requested that the American Federation of Labor gather and compile the cases of like nature, and then in St. Paul I learned something else, and that was through the drive, as it is generally known, marvelous things could be accomplished. I requested the American Federation of Labor in St. Paul to appeal to the President, who,

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as head of the Red Cross, would lead the drives of patriotic organizations to have the people of the United States who had been crippled write on a postal card their name and address, the nature of their injury, what their occupation was previous to their injury, what their occupation was subsequent to their injury, and if they felt so disposed this would be a private matter, their relative salaries before and after injury.

The CHAIRMAN. That was in 1918?

Mr. MCGOVERN. 1918, in June, in St. Paul, and unfortunately, through some labor troubles, our organization talked about raising of the wages, and I had to back track to keep this other thing out. I was not able to get it through there on that account. That resolution failed to pass. I forgot to state that these postal cards were to have been sent to the local centers. My theory of rehabilitation is that the man should be rehabilitated right in his home town, that criticism and construction in rehabilitation are best found among the man's own friends in his own neighborhood, that his ideals, his aspirations, and his knowledge of opportunities are best found in the community in which he is born.

The CHAIRMAN. I think you have fully qualified yourself to testify on rehabilitation. You could give the committee your experience, if you had any, with the Federal board.

Mr. MCGOVERN. Would it be relevant and necessary to state my methods and connections?

The CHAIRMAN. It would be all right; yes.

Mr. MCGOVERN. On November 17, in 1918, I received a telegram offering me a position as placement officer with the Federal board, asking me how soon I could report for duty.

The CHAIRMAN. Here in Washington?

Mr. MCGOVERN. Yes, sir. I have the telegram here among my papers. I did not reply to that, because on November 7 there was no armistice. We were at war and at that time I had connections out so that I would probably have been in the service in a very short time. On November 11 or 12, I believe it was, the day after the armistice, I wired to Washington that I was ready to accept immediately. I quit my position, which paid practically the same salary as the salary with the board offered, and reported to Mr. Griffin.

The CHAIRMAN. In New York?

Mr. MCGOVERN. In New York City. He was district vocational officer for district No. 2, but I am a little ahead of myself. In October I came down here and the Federal board had no publicity. That was the theory. In my mind that is one thing that once the American people get their minds and their charity turned on any object that is going over. One man's thought is nothing when compared with the opinion of the American people behind it, who combine themselves as a drive for the "blesses," as I call them. It is a pretty good short name.

I told the board here, "Your method of rehabilitation is not mine. I will go to New York and do as I am told. I will do everything or anything that you tell me to do and I will not interfere in any way." I wanted it understood on account of my first apparent opposition to the work of the Federal board that I intended to do

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just exactly what I was told and take directions, and I believe every man should from the executive. I went to the board, and I found things, as I say, with no publicity. The first thing I asked for was that some steps be taken to advertise that there was such a thing as the Federal board; let the people know about it. No results. However, I was placed under Mr. Constantine, and even then the telegram of authorization said I was to be placement officer. The office listed me as special agent. I let that go at that, because I did not expect to be permanently connected with the board, as I expected to be back as a private citizen, as I believe being a citizen is the highest privilege. I went along with Mr. Constantine, and he was a hard, faithful worker. Mr. Constantine and I did not agree, because he sent me out to go to individual employers. If we had a particular case he would say, "McGovern, take this man and find somebody that will employ him." At that time the confusion in the War Risk Bureau was a very serious handicap to the work of the Federal board. Compensation claims we tried everything we could to facilitate. I suggested to my supervisor at that time that he suggest to my superiors that he have expediters here in Washington to take care of the very serious cases of men who came out of the service.

At that time there was no bonus, as the bonus had not been passed yet, and men who came out of the service, discharged, were utterly unable to get jobs, not only on account of their disability but on account of the general conditions in New York City. If you gentlemen are familiar with the current history of New York at that time you know it was one strike after another, the factories not knowing what to do, and everything was in a jamb. A man out of work was in a very bad position. Still I could not get publicity, and could not get any method adopted which would proceed toward expedition. I mean by expedition—speeded.

The CHAIRMAN. Right there, Mr. McGovern, there has been some criticism offered because there has been used a line of expedition, for example, somebody would come to me with a very serious case, and I would take it up directly with the head of the Bureau of War Risk Insurance and get real action. It had been criticised that it would be necessary to have a pull in order to do this.

Mr. MCGOVERN. My own attitude toward it as a citizen was that any Congressman who would do that or would have have done that at any time is: God bless him. That is the way I felt about it, and my theory of rehabilitation is based upon that; the Congressman is the representative of the people, and I got action, and I take it that the rehabilitation of the men should be taken up through the Congressman, and that district for rehabilitation should be the foundation district, should be the congressional district, because then he is in a position to get in touch with every activity of the Government immediately.

To show you the kind of work they gave me in New York, and in point of time it was all time wasted, they gave me form 504 at one time to go out and find out all of the manufacturers in the city of New York in the clothing industry; wages, hours, shop conditions, branch of the trade, etc. Now, there are over a quarter of a million of people employed in the clothing industry in the city of New York.

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That would have been a work that if had been done right I would be at it yet, compiling a directory of the clothing industry in New York. I said, Don't do it. I will fix the thing if you will let me go to a couple of men in the city of New York. Practically everything in New York is organized in the industries. There are boards which talk over and adopt methods in the industry. I went so far as to see Mr. Elkus, whom I happened to meet through his investigation of conditions in the State of New York, and Mr. Elkus furnished me with names of the leaders in the clothing industry and told me: "Mr. McGovern, sometime we will have a little dinner. We have had strikes at this time, and we will have a little dinner, get these employers together, and talk it over. You go ahead with the other end of it—the union end of it—and as soon as this strike is over I will get them together, and we can talk business and settle this in an hour." They let me fool along with that, notwithstanding what I said. I kept going on, and another thing that was turned over to me in Mr. Constantine's time was finding the men who could not be located by letter. Many of the men who were injured did not have any money. We would write them a letter, and the letter would go into the mail box with the address on, and they would be moving, going around the corner. The renting situation in New York was then on the 30-day plan, and you would come here and a man would be a quarter of a mile away.

It was that way. It was up to me to find him. I went out and went through these cases which were called to our attention by the Red Cross, the Elks, the Knights of Columbus, and various other activities. I had to go out and find them. In addition to going on with these men, and they had notions that they would not go to the Red Cross, and in spite of the fact that we did everything and explained to them, a majority of them would not go near the Red Cross.

Mr. KING. Why?

Mr. MCGOVERN. It was that feature of charity. I do not know how many men I had entirely, but I do not think I succeeded in persuading more than three or four wounded men to go to the Red Cross for assistance. They said they wanted to earn it.

So that was practically my experience with Mr. Constantine. Then Mr. Wadsworth came in, and Mr. Wadsworth went at it in a business way, and he went through the States appealing to chambers of commerce and to the other organizations and getting publicity. Wadsworth was such a good man there, he had progressive ideas with the training department and he was taken over into the training department. With Mr. Wadsworth there was Mr. Hoopingarner. I do not feel exactly free to criticize him, but he was an employment manager prior to his entry into the war. Ninety per cent of the men that were under consideration by district No. 2 were workingmen. Just before he left he was getting the point—I do not know why he left, but he was getting the point of the job. He got the point of the job and commenced to realize that he was not in a position of authority, that he was in a position of cooperation, but he lost out about that time. He resigned, whether voluntarily or not I do not know and have no means of knowing. Then the next step was Mr. Barnes. We were at a loss for opportunities for men

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to be employed on account of the War Risk Insurance Bureau's maze of red tape, and so forth, and it would be six or eight or nine months before they heard from their compensation.

Then Mr. Hoopingarner resigned. Mr. Barnes discussed with Hoopingarner and me until he became familiar with the work of the office. Then Mr. Barnes became ill and asked for leave of absence, and it left Mr. Wirt there. Mr. Wirt was in charge at the time he left the office. The last difficulty I had with my supervisors and the office generally was this as to whether or not to put a man in placement training at a less salary than any other man received. What I mean by that is, say, for instance, the helper in a machine shop. At the time this new guide came out, Mr. Taylor came down from Washington. He said to all the members of the placement staff: "You go out and get these men to work even if you only get them $1 a week." I said then, "That theory is wrong." He said: "This has been thoroughly discussed in Washington and that is the direction."

The CHAIRMAN. The committee would be very glad to have your view of it. I know they would for the reason that on first impulse, without going into it, that would be my idea, to put them out at anything they could get, and if you are an authority I would like to have you state whether that is the policy.

Mr. MCGOVERN. It is based on the theory of rehabilitation which is carried through by the lives of the most successful men that I have known and that is to help them to depend upon themselves. They wanted no favor, or to depend upon no one. We are taking these poor fellows and trying to put them where they can get their own jobs and make their own living.

The CHAIRMAN. If you put a man out at anything, that might lead to exploiting these boys?

Mr. MCGOVERN. It would lead to exploitation, and, in addition, I believe it would weaken his moral fiber.

The CHAIRMAN. Both of those are very important and should be avoided, if they would produce that result.

Mr. MCGOVERN. The first thing that man gets, mind, placement is the finishing step in rehabilitation, according to the present theory of the Federal board. Now, after you have trained a man to make his own living and to be independent, you go to work and put him on his feet. He goes into the job that he is adapted for and works for less than some one else. That is the theory on which I opposed this ruling. It would be much easier to get a man in, but I was not looking for the easy way. What I wanted to do, as a placement officer, was to put that man at the very earliest possible moment on his own two feet.

The CHAIRMAN. Your desire there would be inspired with the desire of benefit to the rehabilitated soldier as much as to the general standard of wage?

Mr. MCGOVERN. Absolutely. My theory of the care of the man is based on the common law of my State, that is, it has been amended since but as the law was, as it at that time came from England.

The CHAIRMAN. Yes.

Mr. MCGOVERN. From what I knew about it, and that was received from my father and grandfather, who were both contractors, when

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we had a man injured we used to take care of him until he got well and then gave him a job which he could do. It was just a little bit of strain on him and we paid him the regular wages the same as anybody else. He felt a lot better after that. Some of the other contractors did not treat their men like that. We did and they did not get the results, as they did not take the interest that they did with us.

The CHAIRMAN. You are in a very important field there, the field of philosophy as to the effect of such placement upon the soldier himself. I thought, first, that your position was because it would unstabilize the wage in that particular line of work. That was not it?

Mr. MCGOVERN. No.

The CHAIRMAN. It is the soldier himself.

Mr. MCGOVERN. By no means. There was one thing that led me to that also. I swore to tell the whole truth and that is what I will tell.

The CHAIRMAN. Yes.

Mr. MCGOVERN. In one of the largest department stores of New York I went in to the employment manager instead of going to the head; that was the custom at that time and that was a direction of mine. Just as the employment manager told me, we do not allow sentiment to interfere with our business. That is one of the biggest department stores in the city of New York. I thought at first that that was harsh and unjust, and I wanted to fight, and I went back to the office and wanted the office to fight, but they would not. But still that employment manager was right. That is where I got my first lesson there as to the truth of my own theory, that the man who is as good as anybody else that he should be worth as much as anybody else, that if he could not get it that he could not go in there with a crutch. What is the use of going in there with a crutch? He could throw the crutch away. Things were getting worse and worse between me and the supervisor. My objection was if I found a man there who had a position, I did not know much about him and was not going to call him until about that time there was one. Then I proposed that steps be taken in connection with the laws of New York by contact with the civil-service positions and such things as that, or the compensation laws and procedure governing settlement of compensation claims so that the crippled men had a fair chance.

The employment manager objected to employing men who were handicapped, because, as he said, it increased their compensation liability and also on account of the public liability. That man should be directed so that there could not be any bars or steps in his way, and we should find out the sentiment of the people as to their place, so that we would be fair to the men and fair to the other people. Many of these men, not many men, but I will say about one or two out of a hundred, expect to take civil-service examination, because they figured they could not compete in civil life with other men.

Then after that along came a request from Mr. Smith, who was director of rehabilitation, that I resign.

The CHAIRMAN. Was that U. Grant Smith?

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Mr. McGOVERN. No; U. Grant Smith was a man who worked like myself and with me; he was one of the few men in the board that I worked right along with.

The CHAIRMAN. Who is this Mr. Smith you mentioned?

Mr. McGOVERN. That is E. H. Smith.

The CHAIRMAN. What was his official position?

Mr. McGOVERN. He was director of the rehabilitation division. He wrote requesting my resignation and I went and saw Mr. Griffin and I said, "Griffin, I am not going to resign unless somebody shows me that I am wrong and that I am at fault and that I have not done my duty." So Dr. Smith came down and we had a talk. I told Dr. Smith just about what I thought of the work and then I had an opportunity to tell him what I thought of him. I found it advisable to dress in a careless way so as to get to the hearts of my men. Now, behind my back that man critized me. He did not come to me. He didn't ask me why but behind my back he went at that. I told him, "Mr. Smith, I believe that I am protected by civil service in this position; the matter of salary so long as this work is successful is immaterial. You can drop, if you like, my salary down to $500 or $1,000." He made a proposition then toward the end of it that I accept a substantial reduction in salary. I got a letter then from Smith, stating that the conversation had no effect, and I did not resign and nobody notified me that I was through. Then Mr. Lamkin came through as acting district vocational officer. Mr. Lamkin one day said to me, called me over and said, "McGovern, do you know you have been dropped?" I said, "I did not know anything about it." He said, "I have received word that you are dropped from the rolls of the Federal board," I said, "That is absolutely news to me." I have a copy of Mr. Lamkin's letter, which he sent to Washington. I just walked out of the office. I said, "If I am dropped, I am through." I told Mr. Lamkin then what had told Dr. Smith. I found Mr. Lamkin a very fine man and I told Mr. Lamkin I did not want to work with men with whom I am not in harmony and I did not want to work in a failure. Another thing, just before Mr. Lamkin and I had this conversation I saw a moving picture taken by the Federal board. Now, it happened that one of the men in that moving picture was a man that had been under my care, as I was two or three weeks trying to get him a job. I do not remember the exact title, but the picture shows this man assisting another man to handle a heavy piece of machinery. Now, that man's trouble and the reason for his being under the Federal board was epilepsy. I said when somebody finds out that that man was an epileptic and was handling a heavy piece of machinery which was apt to make a cripple out of the chap, when they find that out I am going to be clear: I will not be with anybody that makes such a mistake as that.

The CHAIRMAN. Do you mean that the epileptic was placed in charge of the heavy machinery?

Mr. McGOVERN. If you will get the picture you will see that. I am not sure what they have done with the picture. It is one of those internal combustion engines and they use it at the receiving station at Lakewood. He is holding one part of it there and taking it out of the machine and the other chap is taking hold of the other end. The peculiar thing about this is, that while I was talking to Dr.

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Smith, I was just quietly laughing to myself, and he told me I did not know anything about rehabilitation. I had in my pocket at the time copies of two assignments. The assignments are these. I had known about it. I would like to leave these with the committee. This is dated June 23, 1919, from the Supervisor of Placement, to Mr. McGovern, Special Agent, Silverstein, Max, No. 1888 Belmont Ave., New York City. "Our records show that the above-named young man is employed as an elevator operator by the American Real Estate Co., 22 East Twenty-second Street, New York City. The nature of his disability is epilepsy. Kindly call on Mr. Silverstein at his place of employment and investigate his placement and make a report as to the suitability of his employment." Charles B. Barnes, Supervisor of Placement.

The CHAIRMAN. He was operating elevators?

Mr. MCGOVERN. Yes, sir; and his disability was epilepsy. I said to him there is no use of sending me out on that. Here is another case [referring to pocket memorandum book]. I told them there is no use of sending me out and wasting the time. There are lots of things that can be done. You could get me on the telephone and take that man off.

The CHAIRMAN. Is that the original copy?

Mr. MCGOVERN. Yes, sir. I have it here. I said, "get me on the telephone and take this man off."

Mr. TOWNER. What did he say?

Mr. MCGOVERN. He said, "you go out and investigate."

Mr. KING. Was this the same man?

Mr. MCGOVERN. No; this was another epileptic case.

Mr. KING. Was it represented to the public in that picture that this man was a cripple?

Mr. MCGOVERN. Yes; sure—I do not like to reveal these men as epileptics, because I have found that among epileptics there is no real opportunity for the public to detect it unless you tell them that. This other man was named Sam Morris.

This belongs to the Government but I kept it just because I have a letter of recommendation, also which I wrote to the President which I expected would produce an inquiry. As I told you, I wanted to have this quietly, so no man would be discouraged, and when I saw the thing coming I thought I had better go in and do my part like the rest and see that these men were taken care of.

This [indicating] is another. My report is in writing, and that just went in the office to-day. This is addressed to me; it is the same thing; Silverstein, Max; race, white; case No. 17883-2; 1888 Belmont Avenue, New York; epileptic; education, seventh grade; dependents, parents; employer at time of enlistment, Universal Film Manufacturing Co. What did he do? Laboratory worker in motion picture company; wages, $35 a week.

This [indicating] is an assignment; it is 1/25—two days after. This man is a young man working as an elevator operator at 1145 Broadway, New York City. He is an epileptic. His present position is not suitable on account of having epilepsy. Please obtain suitable employment for him as soon as possible.

I had another case, an epileptic case, and I expected through charity or benevolence of a gentleman in the vicinity who was very

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wealthy to secure what I believe he was more suitably fitted for. This man has a very fine place, has a beautiful garden where he experiments, and I thought it might be possible to get this man employment there, but through the urgent cases that came in and the refusal of the supervisor I was never able to take that up. My reason for not wanting to take epileptics to employment around machinery was the fact that a doctor in the department at New York had told me there was no suitable place for an epileptic except in an institution. That was just because he was 30 years in the charity department of a New York hospital. Still I did not give up hope of doing something for him.

There is one other case I will read. William G. Clark; race, white; 155 East Forty-seventh Street, New York City; broken arches; flat feet; third-grade education; dependents, none; employment at time of enlistment, with U. Hart, 31 Third Avenue, New York City; wages, $20 per week; bachelor 14 years. This man, as you would ordinarily find, does not seem to be very seriously handicapped; used as a butler.

That is practically impossible for that man to go back. This man was a volunteer in the service; 42 years of age when he went in. He went out and worked on a job which was obtained by the Red Cross until he failed, and then they brought him back. I finally succeeded in getting him a position with the Yale Club. I went over to the Yale Club and saw the man in charge there and he had worked at the Yale Club some time before. I said they do not seem to be able to do anything for Mr. Clark. This man worked faithfully for his country and he is broken. I walked with him along the streets and he was unable to go across the street in New York City on the car track, as the traffic was very heavy and it was not safe for him on the streets. He could not work anywhere except inside, because he could not be sure in walking when he would have to stop.

The CHAIRMAN. It is not entirely clear to me that the work of a butler would be impossible for him.

Mr. MCGOVERN. He would have to stand on his feet and walk so much.

The CHAIRMAN. He would not have much outdoor service?

Mr. MCGOVERN. No; he would not have. But he could not take that position because he could not stand very long on his feet. He could not stand any great length of time, as he had not only flat feet but broken arches, and the trouble was to try to get him in a suitable position.

The CHAIRMAN. The position ought to be one of more sedentary habits.

Mr. MCGOVERN. Yes.

The CHAIRMAN. What was the position with the Yale Club?

Mr. MCGOVERN. Valet. That was the only work that we could get for him. He would go on there at night and would have to press clothes, and would have 10 or 12 suits to press. That was his principal duty; and another night he would have only one or two. He would not have much, and he would have enough that he could get along all right and that it would do until he could get strong, and I believed he should have an opportunity to learn an occupation wherein he could sit down most of the time, especially as he is 42

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years of age. He did not have very much experience in that line. That is just one of the records of the cases.

Here is another case of Ferrone Sarti, age 24, 52 case number; District 28066; 52 Jamaica Avenue, Brooklyn; wounded in lung and arm. He is from Italy and had dependent parents; employment at time of enlistment with Garner & Garow Co., Worcester, Mass., 125 Shrewsbury Street; he was a carpenter's helper; wages $5 a day. He also worked for several ice dealers as a helper and my task was to place him in a line of work and there is a note "over" to call attention to the assignment, on the back of it. I took particular watch of this case. The contact date, as given in the folder, was March 1, 1919, at 280 Broadway. The reason for my taking that information was this: This is written in the book in the office by I do not know who, but it was given to me by my supervisor. "Following is an extract from a letter from a man to this office: 'Why send me application after application and without results? I seem to get an application every other day and fill them out and get no results. It seems to me as if you were trying to kid me. If you really mean what you say and want to help me, just show some action, get me results, as they say in military life. You will do me a great favor if you don't send me the applications.' Call on the above young man and try to place him in a position satisfactory and acceptable to him."

I went over there to see him.

Mr. DALLINGER. When was this?

Mr. MCGOVERN. I could not say.

Mr. DALLINGER. When did you start; March 1?

Mr. MCGOVERN. The contact date was March 1, and the date of my assignment was July 16, 1919. I was not supposed to be working there.

Mr. KING. What do you mean by contact date?

Mr. MCGOVERN. The contact date, as I understand it, was the time that the man first came to the Federal Board.

Mr. DALLINGER. You mean on March 1 was the time you saw him and the middle of July he had simply been getting applications from them and filling them in and not getting any results? Is that what you mean?

Mr. MCGOVERN. Yes. Of course, that responsibility does not lay entirely upon the Federal board. It was in the War Risk for action during that period until I have forgot the date of the new act, when that divorce came.

The CHAIRMAN. July 11.

Mr. MCGOVERN. The man could not get training until after he had been decided to be compensible.

The CHAIRMAN. That amendment was July 11.

Mr. MCGOVERN. Yes. The trouble in the responsibility line was there was no connecting link; nobody to cross the bridge. That was the defect, and this man was one of those cases who could not speak English, and the people knowing him could not speak it. It took me about two weeks before I could get an interpreter to interpret for me. I do not know whether you are familiar with it, but there are so many dialects in the Italian language, and it happened that the people he was living with came from a part of Italy where

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there were not many of their same people in the neighborhood. He came from a place in Italy where there were about 200 people, and there was only one girl there that could speak his dialect. She lived on an island in Italy.

The CHAIRMAN. Have you any other items you want to call attention to? I notice most of that experience is along the line of placement.

Mr. McGOVERN. Yes, sir. Of course, we had other experiences. The trouble with the board, I imagine, was in getting men who were fit to advise them. That is what I imagine the trouble is with the Federal board in getting men who were fit to advise the men who were to be rehabilitated.

The CHAIRMAN. I understand that your experience with the board was not entirely satisfactory to you or the board. I advert to the matter of placement.

Mr. McGOVERN. Absolutely. I claim that there is no such thing as placement, not with the genuine American citizen; that placement is a thing which he, the average American citizen, gets himself. He goes into a labor market and offers himself, and everybody knows that is the way an ideal American citizen does. I think that among the mass of men that I know, they have to get their own jobs in their own way.

The CHAIRMAN. You have read these charges against the Vocational Board?

Mr. McGOVERN. I saw them in the newspaper. But I did not know. Of course, I had some experience with newspapers. I do not want to question the veracity of their corrrespondent or anything of that sort, but I prefer to take the record myself as my guide in that case.

The CHAIRMAN. You are justified in that. The committee is not making this investigation in the interests of anybody. It is making it in the interest of public service, and wants to get all the information upon which a judgment can be based. That is why I wanted you to appear before the committee, because you had had actual experience with the work and can speak from the standpoint of one qualified, because of your views on the subject and your interest even before the rehabilitation of the soldier had come on. Have you any specific charge to make against the board as to its efficiency or to its effectiveness?

Mr. McGOVERN. According to my theory the districts—I would say that the districts are too large. The men are too far away. Instead of dividing the country into the number of districts which the Federal Board has, I would subdivide it into districts the same as the congressional districts, except in cities which contain one or more Congressmen—that is, two or more. The interests where there are two or more Congressmen in a city are wrapped up in the city, so that the Congressman's influence would not extend quite far enough to take up all the possible activities.

The CHAIRMAN. Did your direct relationship come with the board here in Washington, or was it confined to the work in New York?

Mr. McGOVERN. Well, there is one member of the board that I have known for about 17 years, one of the best men I know, that is Mr. Holder. Now Mr. Munroe, I understand before he entered the

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service of the board, was very deeply interested in the welfare of the blind, and that is about the limit of my personal knowledge of the board itself, except the members who are in the Cabinet, and none of those members are acquaintances of mine and I know nothing about them.

The CHAIRMAN. Mr. McGovern, the members of the committee would like to ask you questions, and we will proceed under the orderly rules of the House. Judge Towner will be first.

Mr. TOWNER. How long were you in Washington with the board, Mr. McGovern?

Mr. MCGOVERN. I was never in Washington with the board.

Mr. TOWNER. As I understood it, you had something to do at first with the publicity department, did you not?

Mr. MCGOVERN. No, sir.

Mr. TOWNER. You spoke about the publicity department.

Mr. MCGOVERN. I tried to have the supervisors—my supervisors—take it up with the officers above them.

Mr. TOWNER. Your supervisors in New York take it up with the officers in Washington?

Mr. MCGOVERN. Yes, sir.

Mr. TOWNER. And so far as you know they did not do so?

Mr. MCGOVERN. No.

Mr. TOWNER. Then you never were really in the publicity department?

Mr. MCGOVERN. No; never.

Mr. TOWNER. And your only work with the board was as a placement officer?

Mr. MCGOVERN. Yes, sir.

Mr. TOWNER. As I understand it, your idea is that the unit of contract and operation in placement work should be the congressional district instead of the large districts into which the country is now divided?

Mr. MCGOVERN. Yes, sir.

Mr. TOWNER. And your reason for that is that that is most apt to bring about speedy results, as well as intelligent action?

Mr. MCGOVERN. Very few men, Mr. Towner, can either read or write a letter. That is my experience.

Mr. TOWNER. Will you please repeat that?

Mr. MCGOVERN. Very few men can either read or write a letter.

Mr. TOWNER. Just what do you mean by that?

Mr. MCGOVERN. To have a man who is, as he might be in the State of New York, 500 miles distant, grasps just what you mean when you write a letter, without making the letter too lengthy and unreasonable, is a very difficult proposition.

Mr. TOWNER. Then your idea is that in this work it is practically impossible to keep any contact or derive intelligent results, by correspondence with the boys?

Mr. MCGOVERN. That is my belief; yes, sir. I will say that is the case with 65 or 70 per cent of the men.

Mr. TOWNER. You think personal contact is necessary?

Mr. MCGOVERN. I believe so.

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Mr. TOWNER. That is one of the reasons why you think these divisions or sections of the country should be reduced something nearly to congressional districts?

Mr. McGOVERN. Yes, sir.

Mr. TOWNER. Your office in New York included the entire State of New York, and Connecticut and New Jersey as well, did it not?

Mr. McGOVERN. Yes, sir.

Mr. TOWNER. In your judgment it ought to have been limited practically to New York City alone?

Mr. McGOVERN. New York City was almost too large. The boroughs there would have been my choice as a district.

Mr. TOWNER. You would have a district for Brooklyn, one for The Bronx, and one for Manhattan?

Mr. McGOVERN. Yes, sir.

Mr. TOWNER. As well as the outlying districts?

Mr. McGOVERN. We would have had approximately over a million people in each one of those districts at that.

Mr. TOWNER. You stated in your examination—in your statement—that you believed in rehabilitation at home. Now, a farmer boy, for instance, living out in the country, who had had his leg shot off, or something of that kind, and who could not pursue farm work, could not very well take his rehabilitation at home, could he; or could he take his placement work at home?

Mr. McGOVERN. Well, by that I mean that home is where the heart is—as near as you can get him.

Mr. TOWNER. I think I understood you, and that is what I wanted you to make plain. The influences surrounding the boy in placement and in those who would have an interest in his welfare could only be obtained in his home district or as near his home as could be made possible. That was your idea?

Mr. McGOVERN. That was my belief.

Mr. TOWNER. It certainly is very well justified, I think.

Do you believe, Mr. McGovern, that it would be a good idea, even now, to reorganize the districts, and make them, as you say, based upon the congressional districts, or something of that sort?

Mr. McGOVERN. I do believe so.

Mr. TOWNER. It would make in a good many cases for greater promptness in the disposition of the cases?

Mr. McGOVERN. Absolutely—greater sympathy, too. The theory, of course, is that it is easier for him to obtain education there. Now, I find—take it over in our own community, we have had a couple of men over there who have been on the board of education for probably 20 to 25 years. They don't get a nickel for that—not a cent—and they work like horses. They are all the time interested in somebody else's children. It happens that these two men have no children of their own, and they are interested in somebody else's children.

Mr. TOWNER. I would like to have your idea upon this proposition. It has been suggested by some of the witnesses before the board that it would be an advantage to have something in the nature of advisory committees of citizens who are interested in the work and who would act in an unofficial capacity to assist. Would that be practical under your plan?

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Mr. McGOVERN. That is just my conception of it.

Mr. TOWNER. In other words, your idea would be in that event that the citizens, the citizens' association, and those who were interested in humanitarian work would be much more apt to get in touch with the official action of those who represented the board and the United States Government, and so make their work both easier and more apt to be effective?

Mr. McGOVERN. Yes, sir. I had another idea in connection with that. Most people think that this is what the majority of people call charity. Now, I believe this is a benefit to society. I think you are making an investment instead of an expenditure—that your expenditure is an investment. I know of one case that the Federal board sent to school a young man who was working his way through college before he went into service. That boy was working his way through college, and he lost his left heel in the war, and, of course, he could not work at manual labor; which he had been doing, fixing furnace fires and such things as that. I believe that boy is going to come out of there a lawyer who will be a credit to the country and the institution. Now, if it had not been for the work of the Federal board under the act of Congress, that boy probably would have been a wreck, and we have now a man that will be worth at least $20,000 a year to the United States—that is, if he receives that salary he is worth $30,000 or $40,000 to the United States, and the investment made there of two or three thousand dollars is nothing.

Mr. TOWNER. I entirely agree with you, Mr. McGovern. In the first place, it is absolute justice that these men that have been injured in the defense of their country should be taken care of by their Government, no matter what the cost or what the expense is, and if I understand the purpose of the committee it is to determine what can be done to assist and facilitate this work, and whatever may be necessary to be done the committee is perfectly willing to recommend. So far as my own personal idea is concerned I do not care how much it costs; if it takes ten times as much for effective management, effective management is what we want; and in order to secure it I think the members of the board and Congress would be willing to do anything that would be necessary. I think you understand that we have not been sparing of the money, although we had quite a time—this committee had—in the fight for even the most moderate appropriations which we knew ourselves at the time were totally inadequate. When Congress found out what was really meant and what the extent of this work was, they responded, and I am quite sure will always be ready to respond.

The CHAIRMAN. At this time would you permit an interruption, Mr. Towner?

Mr. TOWNER. Certainly.

The CHAIRMAN. The first appropriation was based upon a general statement when the committee had its first hearings; and when we pressed for information as to how much money we should have we were told that there was no basis upon which they could estimate; and I remember very distinctly that the man who probably would know more about it than any other one man said, that "at best it would be a mere guess"; and I asked him to take that statement

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out of the record because it would create a very unfortunate opposition in Congress when it came up for discussion—"a mere guess."

Mr. TOWNER. And the only real information that we had, and that upon which we more completely acted than upon any other estimates, were the estimates that were made by the Canadian experts who were sent down here by the Canadian Government to advise us, and that we found was totally inadequate.

Mr. MCGOVERN. I might explain that if I had had the opportunity at that time I would criticize the Canadian authorities, because being of a different form of government many things which are taxed here are not taxed under the English form of government. The English subject is taken care of through other ways, and they would not have to raise the money by taxation, and you could do things that would look on the face of it as less expenditure in the Dominion, in the British Empire—many items, of course, that would come from the aristocracy.

The CHAIRMAN. Judge Brand wants to ask you some questions.

Mr. BRAND. When did you go into the service, Mr. Witness?

Mr. MCGOVERN. November 13, 1918.

Mr. BRAND. When did you retire from it?

Mr. MCGOVERN. August 7, 1919.

Mr. BRAND. How many men did you place during that time?

Mr. MCGOVERN. I do not know.

Mr. BRAND. Can't you give us some idea?

Mr. MCGOVERN. I never kept any record. That is, only of the things which I disagreed with the supervisors on.

Mr. BRAND. You have got a record there?

Mr. MCGOVERN. These are simply assignments. I made a number of reports—turned them in—and these reports are all in possession of the Federal board.

Mr. BRAND. You can not approximate, then, the number of men placed?

Mr. MCGOVERN. No; even those that I did place I did not receive credit for in many instances. Once I made an opportunity—I was in the office——

Mr. BRAND (interposing). Well, you are getting away from my question.

Mr. MCGOVERN. Well, I will answer that, I can't tell you.

Mr. BRAND. I merely want information of about how many.

Mr. MCGOVERN. Yes; I can not give that.

Mr. BRAND. What salary did you receive?

Mr. MCGOVERN. Three thousand dollars per annum until June 1—June 30, I believe. I did not pay so much attention to that. I can tell you the exact date here.

Mr. BRAND. Well, that is not very material.

Mr. MCGOVERN. This is dated August 13. That is the last check I received, which is at the rate of $2,496.

Mr. BRAND. You were asked to resign?

Mr. MCGOVERN. Yes; some time before that.

Mr. BRAND. You had friction with the department?

Mr. MCGOVERN. Not with the department there; no.

Mr. BRAND. Well, with your supervisors?

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Mr. McGOVERN. I was told that I had—but I have a copy here of—I was told that I had friction with Mr. Barnes. I have a copy of an order which was issued three or four days before I got out——

Mr. BRAND (interposing). How soon did the friction begin after you were employed?

Mr. McGOVERN. There was nothing—I want to get clearly what you mean by "friction."

Mr. BRAND. Here is what I mean: A difference of opinion in the way of handling the situation which you entertained and they entertained?

Mr. McGOVERN. That was probably a couple of months after.

Mr. BRAND. And it kept up until you retired?

Mr. McGOVERN. Not constantly; just little things, like a man would come in and an officer would assign him to something and I would say: "I don't think that is right."

Mr. BRAND. Well, as I understand your testimony it is that you differed in regard to the way of handling the situation with the people above you in authority? You had different ideas?

Mr. McGOVERN. We never had what most people would call an argument.

Mr. BRAND. I don't say argument; you had one opinion about how to run the matter and the other officers had another, as I understand it?

Mr. McGOVERN. That was a matter of opinion. They did not know much about it.

Mr. BRAND. Well, you differed?

Mr. McGOVERN. Yes, sir.

Mr. BRAND. You don't object to stating that you had differences?

Mr. McGOVERN. Not in the least.

Mr. BRAND. That existed almost the entire time you were in the employ of the board?

Mr. McGOVERN. I got along fairly well, so far as surface conditions were concerned.

Mr. BRAND. Well, did any of the boys suffer on account of this conflict of opinion between you and others?

Mr. McGOVERN. No.

Mr. BRAND. On your part or on the part of any of the others?

Mr. McGOVERN. I think they did; yes, sir.

Mr. BRAND. The others, then, and not you are responsible?

Mr. McGOVERN. I simply did what I was told; but I believe if other methods had been followed, more men would have been placed.

Mr. BRAND. I believe your opinion is that the whole system is more or less defective, not in accordance with your ideas of taking care of the boys?

Mr. McGOVERN. No; I would not say that, not the whole system. I have too much respect for one man on the board there to say that the whole system was defective. I would not say that.

Mr. BRAND. Well, he is bound to the system, isn't he?

Mr. McGOVERN. Yes, sir.

Mr. BRAND. You disagree in the main with the way they are handling this situation, as I understand your testimony?

Mr. McGOVERN. Yes, sir; and results have shown that the system is wrong.

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Mr. BRAND. Well, I don't mean to say whether you are right or the system is right; I want to get at whether or not that is a fact that you disagreed.

What were you doing when you were brought into the service, Mr. McGovern?

Mr. MCGOVERN. I was an operating engineer.

Mr. ROBSION. I did not understand that.

Mr. MCGOVERN. I was an operating engineer.

Mr. BRAND. What are you doing now?

Mr. MCGOVERN. Right now? I am not working at the present time.

Mr. BRAND. What have you been doing since you retired from the service?

Mr. MCGOVERN. I have been working as an engineer.

Mr. BRAND. You mean a stationary engineer?

Mr. MCGOVERN. What we call "portable engineer." That means that we operate—I, for instance, operate almost anything that comes in the line of an engine. My reason for that is that it secures me absolute independence.

Mr. BRAND. How old are you now?

Mr. MCGOVERN. Forty-two.

Mr. BRAND. How was it that you got into the service?

Mr. MCGOVERN. They needed engineers at that time.

Mr. BRAND. You were going to volunteer in that service?

Mr. MCGOVERN. I have been an examiner of engineers in the city of Yonkers since 1910, regardless of political conditions. I have been reappointed just now by a man of opposite political faith, confirmed by a board of aldermen of opposite political faith.

Mr. BRAND. Was it your experience and your knowledge of this placement of handicapped men that brought you into the Federal service?

Mr. MCGOVERN. I believe so. I believe the board thought that my heart was in the work.

Mr. BRAND. What department store was it that said that they did not employ men through sentiment or sympathy; that they were running the business purely as a matter of business?

Mr. MCGOVERN. Well, I would not like to say. You see, I agreed with the employment manager, and that might place that department store under severe criticism.

Mr. BRAND. It did not seem that he had any sympathy for these poor fellows, and you mean to say that you agreed with that opinion?

Mr. MCGOVERN. What is that? He opened my eyes.

Mr. BRAND. You said the employment man of that department store would not hear your case because they were running that enterprise on business principles and not for sympathy?

Mr. MCGOVERN. Yes, sir.

Mr. BRAND. And you never got any boy placed there?

Mr. MCGOVERN. I never did; no, sir.

Mr. BRAND. And you said that you agreed with him about that?

Mr. MCGOVERN. No; he opened my eyes.

Mr. BRAND. Didn't you say just now that you had the same opinion about it?

Mr. MCGOVERN. No.

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Mr. BRAND. I thought that was a little bit different from your opinion in the past?

Mr. MCGOVERN. No.

Mr. BRAND. Now, what store was it?

Mr. MCGOVERN. Well, is it absolutely necessary to give the name? That may cause him serious financial loss.

Mr. BRAND. Well, I don't want to do anybody any injury, but that is a statement which the man made to you, you say?

Mr. MCGOVERN. Yes, sir.

Mr. BRAND. I will not press it if you think it will bring about any embarrassment on your part or of the firm.

Mr. MCGOVERN. So far as I am concerned it would not.

Mr. BRAND. I do not subscribe to that sentiment at all, so far as one single member of this committee is concerned. It looks like the whole city of New York and all other parts of the country from one end to the other ought to have been willing to lend a helping hand to all these handicapped boys. There is something else in life besides reaching out for gold, but they didn't seem to entertain that idea in that store, from what you say.

Mr. MCGOVERN. That is why I am operating engines to-day. My ideals are expressed in the preamble of the Constitution.

Mr. ROBSION. I did not get that statement.

Mr. MCGOVERN. My ideals are expressed in the preamble of the Constitution of the United States.

Mr. BRAND. You said a good deal about the American Federation of Labor. Are you associated with that in the business which you are following?

Mr. MCGOVERN. Yes, sir.

Mr. BRAND. A member of it?

Mr. MCGOVERN. Yes, sir.

Mr. BRAND. You were an officer of it, were you not?

Mr. MCGOVERN. I have been a member of their contract committee, their auditing committees, president of our local union, and a representative in the city central party.

Mr. BRAND. You attend all the State organiaztions, I believe?

Mr. MCGOVERN. No; not all.

Mr. BRAND. Well, you attended a good many of them? You said you introduced a resolution, I believe, at almost every session?

Mr. MCGOVERN. I have been at two sessions of the State Federation of Labor, which is legislative, and four of the American Federation of Labor, the last not as a delegate but as an alternate.

Mr. BRAND. Did this question of being a member of the American Federation of Labor or not ever arise at any time or anywhere or with any person during your employment in New York?

Mr. MCGOVERN. Not to my knowledge, except—let me see, now. I was asked by three or four, but I have forgotten just who asked me the question. Dr. Miller, he said, "Do you think"——

Mr. BRAND (interposing). Who is Dr. Miller?

Mr. MCGOVERN. He is field organizer of the Federal Board. He said, "Do you think that your activity in the labor movement would act as a detriment to your services, would arouse opposition?" I told him I didn't think so; that I could find many men with whom I had fought in the past who would say I was always fair and square.

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Mr. BRAND. Did anybody ever suggest at any time that preference should be given to members of the National Federation of Labor, or make any suggestions of that kind?

Mr. MCGOVERN. Never to my knowledge.

Mr. BRAND. In your experience and dealings?

Mr. MCGOVERN. Never.

Mr. BRAND. Was that question ever raised by any of the people to whom you went to find employment for these boys?

Mr. MCGOVERN. No.

Mr. BRAND. You were very active, though, as a member of the American Federation of Labor?

Mr. MCGOVERN. Only in a constructive way.

Mr. BRAND. In the legislative end?

Mr. MCGOVERN. Yes, sir; in humane and legislative matters.

I might state that our organization has never had a strike, a general strike, since I have been a member of it, and I take part of that credit myself.

Mr. BRAND. How long have you been a member, Mr. McGovern?

Mr. MCGOVERN. For 17 years.

Mr. BRAND. That is, of your particular branch?

Mr. MCGOVERN. Yes, sir.

Mr. BRAND. What is it known as, what number?

Mr. MCGOVERN. Local, 184; generally known as the safety engineers. It is one of the key organizations of the city of New York on public work. If you have been watching the New York situation—I don't know where you are from——

Mr. BRAND (interposing). No; I pay but little attention to it.

Mr. MCGOVERN. In two or three of the greatest strikes in the city, it was the action of our organization which determined it, and we usually found a way to get the matter over. We dread a strike the same as men would a fire in their house.

Mr. BRAND. Now, just one other question.

How many of these boys really suffered, to your knowledge, on account of the failure to act or any act of omission or commission on the part of the board there in New York by reason of the system adopted, or for any other reason?

Mr. MCGOVERN. There are a very large number who have not received training yet. Now, I am placed almost in the position as if I were to say that I know more than the force, but as soon as I had found one man who was delayed, either through not receiving compensation or any other way, I would have been over to Congress, if I had had the authority.

Mr. BRAND. Yes; but Congress can not do everything.

Mr. MCGOVERN. No; I thoroughly appreciate that.

Mr. BRAND. That is the trouble with the country now; they think that legislation can just remedy all the evils of the universe.

Mr. MCGOVERN. I delivered a speech a short time ago on this landlord situation in opposition to these laws; I want the man to stand on his own feet and fight it out with his fellow men and not have a club over his head.

Mr. BRAND. But the object of these laws is to help the fellow get on his feet.

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Mr. McGOVERN. Yes; but I am citing my own position; you see, I am not a legislative baiter, and I have been opposed in many instances to going near the legislatures.

Mr. BRAND. Then, the only reason these boys have suffered is largely due to the delay in being placed, in your judgment?

Mr. McGOVERN. In my judgment, the Federal board had a tremendous task. If you will permit me to explain: Mr. Holder and I had a difference one time as to this. I have said repeatedly that the greatest loss which America suffered when it separated from England, considered from an economic standpoint, was the loss of the apprentice system. For instance, I could not go out to a man and tell an employer that I wanted a man made a cutter. He would say, "What do you mean by cutter?" There is no standard in this country. In Canada and England and France and Germany and Italy there is a trade standard.

Mr. BRAND. Well, you are getting away from my question. I want to know if there is delay up there, as you stated there was, in placing these boys; who was responsible for it, in your judgment?

Mr. McGOVERN. Why, I place the responsibility on one man.

Mr. BRAND. Who is it?

Mr. McGOVERN. He is not with the board at the present time.

Mr. BRAND. What is his name?

Mr. McGOVERN. Dr. Prosser.

Mr. BRAND. Do you think he is chargeable with this delay?

Mr. McGOVERN. I think that he is.

Mr. BRAND. Is there any other man in the Washington office here, outside of Dr. Prosser, that you think was responsible for it?

Mr. McGOVERN. Well, the supervisor of placement down there—he hasn't advanced much in four or five years. I can show you in the vocational summary——

Mr. BRAND (interposing). Who is that?

Mr. McGOVERN. Mr. Brunson. I can show you in the vocational summary a resolution which is credited to him and his work, which is practically parallel to my first resolution in 1914.

Mr. BRAND. Well, now, you are getting away from this delay proposition. What I want to know is who, in your judgment, outside of Dr. Prosser, either in New York or here in Washington, is responsible for this delay in placing these boys?

Mr. McGOVERN. Those are the two; if I should place any responsibility at all it would be with those men. With regard to Brunson, his assistant or himself would come to New York, and they would tell the supervisor of placement: "This is the new procedure." Then the supervisor would go ahead and do as he pleased.

Mr. BRAND. Then it is the system they adopted which is the cause of it as much as anything else?

Mr. McGOVERN. Well, I think a man ought to respond——

Mr. BRAND (interposing). Is that so?

Mr. McGOVERN. Yes, sir; but I place the personal responsibility, because the system came from there, upon them.

Mr. BRAND. You place the responsibility on them, because they are the authors of the system?

Mr. McGOVERN. Yes, sir; they didn't see that it was carried into effect. They suggested the procedure and that was all.

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Mr. BRAND. Well, you were up there as part of the official body in New York; why didn't you carry it into effect?

Mr. MCGOVERN. My attitude was that I was there to do as I was told, and no supervisor can truthfully say that I ever refused to undertake anything, no matter how poor a specimen of man it was, no matter what his disability, I went out and I walked around through the city in the rain and the wet and I never regretted it.

Mr. BRAND. Well, were the other employees—did the other employees have the same interest in the boys that you had, so far as you know, or were they neglected by any of them in the force there in New York?

Mr. MCGOVERN. Well, I think they did the best they could under the light they had—those men.

Mr. BRAND. I have no further questions.

Mr. DALLINGER. Did I understand you to say, Mr. McGovern, that you were in the military service during the war?

Mr. MCGOVERN. No, sir.

Mr. DALLINGER. When did you enter the service of the board—the Vocational Board?

Mr. MCGOVERN. The day after the armistice.

Mr. DALLINGER. Now, I believe you said that you kept no record of the number of men you placed?

Mr. MCGOVERN. I did not.

Mr. DALLINGER. Well, can you give the Committee any idea of how many men on an average you placed a week?

Mr. MCGOVERN. I sometimes—with some men I would not be able to place a man in a week.

Mr. DALLINGER. Well, you did not spend a whole week on one man?

Mr. MCGOVERN. No.

Mr. DALLINGER. But I wanted to get some idea as to how many men you think could be placed in positions in a week by a capable supervisor?

Mr. MCGOVERN. It would depend entirely upon the man. Some men you would be fortunate to secure them a position in three weeks or a month.

Mr. DALLINGER. What I am trying to get at is, whether the force is adequate. I understood you to express your opinion that the district you had was too large, altogether too large?

Mr. MCGOVERN. That is true.

Mr. DALLINGER. New York, Connecticut, and New Jersey?

Mr. MCGOVERN. I was not sent out of New York City, though.

Mr. DALLINGER. I thought, in reply to a question, you said you had charge of those three States?

Mr. MCGOVERN. No; I had charge of nothing. The District included all that territory.

Mr. DALLINGER. Then let us see if you can make yourself clear to the committee as to just what the modus operandi was. There was one man, was there, in charge of the placing of all of the men in New York, New Jersey, and Connecticut?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. What was that man's name?

Mr. MCGOVERN. There were four different men. Mr. Constantine was the first; Mr. Wadsworth, Mr. Hoopengarner, and Mr. Barnes.

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Mr. DALLINGER. But at one time, any one time, was there one man who had charge of the work of placing men in employment in the district comprising New York, New Jersey, and Connecticut?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. Now, what salary, if you know, did that man get?

Mr. MCGOVERN. I don't know; I never heard.

Mr. DALLINGER. How many men, if you know, did he have under him in that district, in the placement work?

Mr. MCGOVERN. I could not say that, because there were men in outlying districts. They subdivided that again. A man would be in Buffalo—I know there was a man in Buffalo, I know there was a man in the vicinity of Albany, I know there was another man in the vicinity of Hartford, Conn.

Mr. DALLINGER. But you don't know how many men they had in that district?

Mr. MCGOVERN. I do not.

Mr. DALLINGER. Now did you have a particular subdivision of this big district assigned to you? Did you have the whole of greater New York as your district, or were there other men that were working in Greater New York?

Mr. MCGOVERN. For about three months—I think it was at least two months—I was the only man in the district, the whole district.

Mr. DALLINGER. Well, now, what district are you talking about?

Mr. MCGOVERN. The city of New York, greater New York.

Mr. DALLINGER. As I understand it, you received a salary of $3,000?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. Do you think that that is an adequate salary for a suitable man, a man who has the ability to advise and to get positions for men, and who is capable to carry on that work? Do you think that is an adequate salary or not?

Mr. MCGOVERN. At the present time that is just about—that would be just about a fair salary for the work. Of course I did not know when I went in there just what my work was to be.

Mr. DALLINGER. Now, I think you said something about the fact that it would be well to have the districts smaller?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. Do you mean for all purposes connected with the vocational board, or only the part which deals with the placement of men?

Mr. MCGOVERN. For every purpose.

Mr. DALLINGER. That is, you would have a complete organization in every borough of Greater New York?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. You would have an officer in Manhattan Borough?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. Where the boy could apply for training?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. And where all the work connected with rehabilitating the soldier should take place?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. And I think you said that approximately that would be a district of a million people?

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Mr. McGOVERN. Yes, sir.

Mr. DALLINGER. Do you think that one man would be all that would be required for the work of placement in that district of a million people?

Mr. MCGOVERN. Not in that big district, not of a million, but in an ordinary congressional district, I think that two or three men, if public sentiment was aroused, could handle it—two or three executives, without the clerical force.

Mr. DALLINGER. I am just confining my questions, Mr. McGovern, to the question of placement. I understand that your experience has been entirely in the placement division?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. And you are familiar with that?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. And I am trying to get your idea as to the number of men that we ought to have to do this work without any delay to the service men? You now say that you would have to have more than one man working on the placement part of the work in a district of 1,000,000 people, which is practically four congressional districts?

Mr. MCGOVERN. Taking my labor experience, one man in the labor movement can handle 1,000 men with ease. One business agent can see that they get employment and see that they get suitable employment.

Mr. DALLINGER. In what period of time?

Mr. MCGOVERN. They have, as a rule, one man on the road, as they call it.

Mr. DALLINGER. You said one man could get employment for 1,000 men; what I meant was in what period of time? Of course he could not get positions for 1,00 men in a day or a week.

Mr. MCGOVERN. When I am speaking of employment, I mean men who are able to make their living—not to take men who are really subjects for rehabilitation.

Mr. DALLINGER. So really that is not a fair comparison.

Mr. MCGOVERN. Once these men got out and were thoroughly rehabilitated, once they have learned a new vocation, I think one man could take care of 1,000 with ease—the type of men that I have met.

Mr. DALLINGER. Now, can you give the committee any idea from your experience when you had charge of the whole of Greater New York, this seven or eight million people, how many men, how many cases came along to you, say, in the course of a week?

Mr. MCGOVERN. These were all the cases that were given to me from June 23 until—I can tell you that from here.

Mr. DALLINGER. I think that is very important to find out just whether we have an adequate force there or not.

Mr. MCGOVERN. Twelve; those are all that I have kept records of—12 of them in about four weeks.

Mr. DALLINGER. You had 12 cases in about four weeks?

Mr. MCGOVERN. Yes, sir. These were cases that proved the necessity of the act. If I could go out even in a week and place a man so that he was on the same plane that he was before, there is no necessity for rehabilitation.

Mr. DALLINGER. So you say those are 12 particularly hard cases?

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Mr. McGOVERN. Yes, sir.

Mr. DALLINGER. I was trying to bring out the information from you, if I can, of how many average cases of boys who have been rehabilitated and who need to be placed in industry—how many cases on an average per week or per month do you think that an agent of the board could take care of?

Mr. McGOVERN. He would be lucky if he could get away with 20 and get them so that they would not come back.

Mr. DALLINGER. In a week or a month?

Mr. McGOVERN. In a month.

Mr. DALLINGER. Twenty in a month?

Mr. McGOVERN. Yes, sir.

Mr. DALLINGER. Do you think the force in the New York office on the placement part of the work is adequate at the present time?

Mr. McGOVERN. Not under the present system.

Mr. DALLINGER. I don't know whether you have been asked this question or not. Were you there at the office when service men applied for training, when they came in there?

Mr. McGOVERN. Yes, sir.

Mr. DALLINGER. Can you give the committee any information as to how the boys were treated as they came into the outer office, where they had to go when they went to first make their application?

Mr. McGOVERN. There was considerable delay. The men would go in there and wait. I have seen men come in there day after day for weeks.

Mr. DALLINGER. You have seen the same men come in day after day for weks?

Mr. McGOVERN. Yes, sir.

Mr. DALLINGER. What were they waiting for?

Mr. McGOVERN. They were waiting to be approved, to get a decision from the board.

A VOICE. I have had the same experience.

Mr. DALLINGER. Now, can you give the committee any information as to how the men were treated in the matter of courtesy?

Mr. McGOVERN. I know of one case——

Mr. DALLINGER (interposing). I mean of your own knowledge.

Mr. McGOVERN. The man himself told me of this case, where the doctor chased him out of the office. He said it was one of the doctors. This man was a psychoneurotic. That is his diagnosis.

Mr. DALLINGER. Are you familiar with the room that some of the boys called the "pen"—where they first went in, where there were four chairs to sit down in, and 20 or 30 boys waiting there from day to day? Are you familiar with that room?

Mr. McGOVERN. Yes, sir; those chairs are in there now. They are some chairs which were obtained from the Red Cross. It was through my efforts that those chairs were placed in there.

Mr. DALLINGER. That is, until you took it upon yourself to intercede for the boys they didn't even have any chairs?

Mr. McGOVERN. They had chairs, but not sufficient. There might be a hundred men come in there, one morning, and the next morning there might be 25 or 30, and there wasn't room enough in that office. The outer office is just about as big as this room, and they stood there in rows, row after row. Those chairs were used in community service. They are wicker chairs, something like that armchair there

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[indicating]. I talked with one of the young ladies there, and I said, "Now, I don't want to interfere with the board. I am here to do what I am told and I don't want to get into this, but you see what you can do to get chairs for these poor fellows. Some of them have got injured backs and spines, and it is not the thing for them to be sitting on a hard wooden chair, straight up and down. It may hurt them more in here than they will ever get out of it."

Mr. DALLINGER. And in your opinion, Mr. McGovern, from what you actually saw yourself, as you had to go in and out of this outer office in carrying out your duties, in your opinion, was there or was there not inexcusable delay in dealing with these cases?

Mr. MCGOVERN. My opinion is that there was obsolutely unnecessary delay.

Mr. DALLINGER. That is your opinion based upon what you saw every day in the office?

Mr. MCGOVERN. Yes, sir.

Mr. DALLINGER. Now, I don't think you answered the question that I asked a minute ago, about the question of courtesy by the officials that they first came in contact with?

Mr. MCGOVERN. So far as officials are concerned, and those who are employed by the board, I have never seen a case of discourtesy by a member of the board except—no, I have never seen a case of discourtesy by a member of the board.

Mr. DALLINGER. Do you mean a member of the board or an employee?

Mr. MCGOVERN. By an employee.

Mr. DALLINGER. You never saw any discourteous treatment on the part of any of the employees of the force toward any of the service men as you went in and out of this outer office?

Mr. MCGOVERN. Never.

Mr. VESTAL. Mr. McGovern, just a question or two. You say that there was a great deal of delay in passing upon these cases?

The CHAIRMAN. Mr. Vestal, it is now 11 minutes until the House meets, and I think it would be better for the committee to adjourn until 2 o'clock, and you may resume at that time.

Mr. VESTAL. Very well.

The CHAIRMAN. The committee will stand adjourned until 2 o'clock this afternoon.

Mr. BLANTON. This witness is to be back this afternoon?

The CHAIRMAN. Yes.

Mr. BLANTON. I desire to interrogate him then.

The CHAIRMAN. You will return at 2 o'clock, Mr. McGovern?

Mr. MCGOVERN. Yes, sir; I am at the service of the committee.

(Whereupon, at 11.50 o'clock a. m., the committee recessed until 2 o'clock p. m. this day.)

AFTER RECESS.

The CHAIRMAN. The committee will come to order. When we recessed this morning Mr. Vestal was asking some questions, but Mr. Vestal has not yet come in now. Mr. Blanton, are you ready to take the witness?

Mr. BLANTON. Yes.

The CHAIRMAN. You may proceed.

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STATEMENT OF MR. GEORGE B. McGOVERN—Resumed.

Mr. BLANTON. Mr. McGovern, I will ask you whether or not it is your idea of the proper administration of this work that our men in order to be placed in positions where they can earn their livelihood should be dependent upon sympathy?

Mr. McGOVERN. No, sir.

Mr. BLANTON. It is not?

Mr. McGOVERN. No, sir.

Mr. BLANTON. Did sympathy enter into the question of placement?

Mr. McGOVERN. It should not under a proper theory of rehabilitation.

Mr. BLANTON. That is your idea? Charity is a natural consequence of sympathy, is it not?

Mr. McGOVERN. In the word "charity," you mean in its full and entire sense.

Mr. BLANTON. You know what that term would mean with regard to placement, do you not?

Mr. McGOVERN. Yes.

Mr. BLANTON. In that meaning it is a natural consequence of sympathy?

Mr. McGOVERN. Absolutely.

Mr. BLANTON. It is a fact, is it not, that there should be no charity with regards to this work?

Mr. McGOVERN. I would not say that.

Mr. BLANTON. Our service men would not like to be recipients of charity. You say that sympathy should not enter into it?

Mr. McGOVERN. I draw the line there. There is a vast difference between charity and sympathy, with me.

Mr. BLANTON. Let me explain the difference. Say this department store you went to that refused to take men because, you said, that they had no sympathy—the manager who employed had no sympathy. If he could have employed disabled men who could have performed the same character of service, worth just as much money as he paid to anybody else, there would have been no sympathy and he would have been willing to employ them?

Mr. McGOVERN. Quite so.

Mr. BLANTON. And if they did not occupy that position with those qualifications, and yet, in placing them, he would give them the same money he paid to other people—if he did employ them and they did not earn the money in fair industrial competition, that would be charity, would it not?

Mr. McGOVERN. That is what most people call charity. I do not. I do not call honest giving charity?

Mr. BLANTON. You do not? I just want to say to you, as one member of the committee, that no soldier who has fought for his country should in any way be dependent upon charity or sympathy for a livelihood, and that was not the object of this legislation originally, so far as I, being one member of the committee, had anything to do with it. Our service men don't want charity. As one member of the committee, my idea of this legislation was that we would so rehabilitate our soldiers that we would place them in such

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a position that they would be prepared to compete with the whole world in certain lines and give just as valuable service to the country and their employers in that particular line for the money they were receiving as that employer could get anywhere else in the whole world for that amount of money. That was my idea. Is that your idea?

Mr. McGOVERN. Absolutely; you will find that written in my own words six years before.

Mr. BLANTON. Has that idea been carried out in this New York office?

Mr. McGOVERN. I do not think so.

Mr. BLANTON. In what respect has it not been carried out?

Mr. McGOVERN. The attitude there at the time I was there seemed to be to get rid of, and showing the efficiency to place two men or three men or five men or six men a day. My idea was, if you had a job give it to that man, and no one else would have to handle him.

Mr. BLANTON. My understanding of the purpose of this legislation at the time it was passed, its whole scope was that we should furnish—the Government should furnish—experts to take charge of our disabled service men, make a complete survey of all their maximum possibilities, and after doing that they would place them in the best positions to which their maximum possibilities, properly trained, would make them capable of. Has that idea been carried out in the New York office?

Mr. McGOVERN. I do not think so.

Mr. BLANTON. This man Constantine whom you mentioned, was he the placement officer?

Mr. McGOVERN. He was my supervisor.

Mr. BLANTON. You spoke of being an engineer, of running a stationary engine, that being your business and that you belonged to a union of such engineers, a local in New York?

Mr. McGOVERN. Yes, sir.

Mr. BLANTON. To what kind of such organization, if any, did Mr. Constantine belong?

Mr. McGOVERN. None.

Mr. BLANTON. What was his business prior to engaging as a placement officer?

Mr. McGOVERN. That I do not know. I never ask men anything about their personal affairs. I might know you for 50 years and might never know that you had a brother, perhaps.

Mr. BLANTON. You spoke of another placement officer named Barnes. To what organization, if any, did he belong?

Mr. McGOVERN. He was an employer of labor at the time that he was my supervisor. That is, he had been an employer of labor.

Mr. BLANTON. He was your supervisor?

Mr. McGOVERN. Yes, sir. He told me that he had been with the "Big Six" Typographical Union but he graduated.

Mr. BLANTON. "Big Six" Typographical Union of New York?

Mr. McGOVERN. Yes, sir; but he graduated. He told me that himself.

Mr. BLANTON. You indicated that your work, as you considered, as a placement officer, was a failure from your testimony in the record?

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Mr. McGOVERN. So far as producing results?

Mr. BLANTON. It was a failure?

Mr. McGOVERN. To me it thoroughly proved. You see I was in doubt.

Mr. BLANTON. Did it or did it not prove a failure? That was what I gathered from your testimony.

Mr. McGOVERN. My testimony was intended to indicate that placement had no part in rehabilitation.

Mr. BLANTON. I am talking about your efforts. I understand from your testimony, the whole testimony, taken as a whole, that you considered your effort in that direction, placement service, was a failure.

Mr. McGOVERN. Yes; they were misdirected.

Mr. BLANTON. And a failure? You can say yes or no to that.

Mr. McGOVERN. You know the old story about the question of yes or no. I could ask you when you stopped beating your mother and if she was alive and if you would answer yes or no, you know where you would be.

Mr. BLANTON. I am asking you one question. You considered that your placement effort was either a failure or not. Was it or not? I gathered from your testimony that you considered it was a failure. Now, answer whether it was or not?

Mr. McGOVERN. I do. I consider it produced this result, that it proved my theory that placement has no proper position in rehabilitation.

Mr. BLANTON. Then you do say, as I glean from your testimony, that you consider your efforts a failure?

Mr. McGOVERN. I did a lot of good down there. Placement was not the only thing I did. I did everything around that office for about three months. I do not want to be in position—you know what a yes or no answer means.

Mr. BLANTON. I am not trying to mix you up. I want to be perfectly free and frank with you and want to be helpful to you and want you to be helpful to me. I do not want to tangle you up, and I do not believe I could if I tried.

Mr. McGOVERN. I do not want to admit for a moment that I was a failure, because I could show you that my work did produce money for value received. I have never been anywhere where I did not produce a profit or I would quit work, and I would never work anywhere a moment if I was a loss to the concern.

Mr. BLANTON. But in whatever direction you had, were your efforts under that direction a failure or a success?

Mr. McGOVERN. They were not a success.

Mr. BLANTON. That is all I wanted to know. Were Mr. Barnes's efforts successful as a placement officer?

Mr. McGOVERN. No, sir. He did not stay long enough.

Mr. BLANTON. Are you acquainted with Edward O. Dixon, who was placement officer in New York?

Mr. McGOVERN. No, sir.

Mr. BLANTON. To properly connect the man up and to see whether or not you are acquainted with him, at one time he was secretary of the Machinists' District Council in New York.

Mr. McGOVERN. I knew a man named Dixon; yes.

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Mr. BLANTON. That is the man. You do not know about his efforts as a placement officer?

Mr. MCGOVERN. No, sir.

Mr. BLANTON. You knew Mr. Bronson?

Mr. MCGOVERN. Yes, sir.

Mr. BLANTON. You spoke of Mr. Bronson's efforts being a failure. They were a failure?

Mr. MCGOVERN. I do not think he learned much all the time he had been there.

Mr. BLANTON. Did you know Mr. Bronson's assistant, Mr. Taylor?

Mr. MCGOVERN. Yes, sir.

Mr. BLANTON. What would you say about his efforts as to being successful or a failure?

Mr. MCGOVERN. I should say that Taylor was a mighty good man and did everything he was told, regardless of what his personal opinions were.

Mr. BLANTON. Could his efforts be said to be a success or failure under whatever directions he received?

Mr. MCGOVERN. That puts it in the way. I like to speak meticulously to the truth. He did everything that he was told to do and worked hard and knew how to get what he was told to do.

Mr. BLANTON. May I ask you: You were 17 years a member of a labor union affiliated with the American Federation of Labor, and are more or less familiar with it?

Mr. MCGOVERN. Yes; with one; I have been affiliated with others outside.

Mr. BLANTON. Now, as a man who is a member of a union, your union never had a strike, but where they had strikes, you have seen strikes and where other United States citizens come in and take their place, what term are they known by to members of the union?

Mr. MCGOVERN. Nonunion men. You mean at the time of the strike? They are generally called scabs at the time of the strike. It depends. There are difficulties. There are nonunion men who get in there, and there are the men who get in who have violated their obligations. That latter is a man who is designated by the organization. A man is in there and given his word that he will agree to obey by the will of the majority and then breaks his word to them. That gives the term scabs.

Mr. BLANTON. Say a certain union is engaged in this line of manufacture here; say this is a manufacturing building, and the union men go out on strike and the manufacturing people get in, say, 5,000 other laborers to go to work there in the face of that strike. Those 5,000 people are known as scabs. Are they not designated as scabs?

Mr. MCGOVERN. No; nonunion men.

Mr. BLANTON. Have you ever seen any of those picket posters that are worn by pickets? You have seen picketing, have you not?

Mr. MCGOVERN. Lots of it.

Mr. BLANTON. You have seen these placards that they wear, which say, "This establishment is a scab establishment and unfair." You have seen that?

Mr. MCGOVERN. Yes.

Mr. BLANTON. That applies to everybody that is working in there?

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Mr. McGOVERN. There is no question about that.

Mr. BLANTON. May I ask you this: Where a man has those ideas embedded in his make-up, he has been taught them from the beginning of his industrial life, that a man who is not affiliated with his organizations, affiliated with the labor organization known as the American Federation of Labor, and for 17 years, more or less, he is identified with such an organization that believes that people who will take their places when they quit work voluntarily are scabs, and they have that feeling of animosity that naturally follows with that appellation, can a man of that character and under that situation or circumstance do justice to a man who was not affiliated with his union?

Mr. McGOVERN. Absolutely.

Mr. BLANTON. With regard to getting a job?

Mr. McGOVERN. Absolutely. I know men that have worked all their years, practically, without remuneration, to fight men whose greed and ambition had blinded their charity. I could point them out to you.

Mr. BLANTON. You spoke of the apprenticeships in Europe this morning, and said you believed that was a splendid system and ought to be in vogue here in this country.

Mr. McGOVERN. Not that.

Mr. BLANTON. Do you want to qualify that?

Mr. McGOVERN. I said that the laws of the apprenticeship system, the English apprenticeship system, under the system that they had, says that a man would be a carpenter of class A, a carpenter of class B, or a carpenter of class C, or a carpenter of class D; that is, classifying him into four classes.

Mr. BLANTON. I will not go into that. I was asking a general question. I do not want to go into that line of details because they are unimportant. I understood you to say that the apprenticeship system should be in vogue here in America.

Mr. McGOVERN. Absolutely; a man should know his business from stem to stern.

Mr. BLANTON. But do they? Is it not a fact that under such a system, that as the system is carried on more or less here, in big printing establishments for instance, where the employees, the union men belong to the union, they allow only a certain number of young fellows to go there as apprentices to that business, do they not?

Mr. McGOVERN. Yes, sir.

Mr. BLANTON. You have that system in New York and elsewhere, have you not?

Mr. McGOVERN. Yes, sir.

Mr. BLANTON. Is it not a fact, Mr. McGovern, that the employees at such a business establishment control absolutely the number of apprentices that you people permit to go into such a business? In other words, they say, we will permit so many and no more, because we do not want the business flooded with men qualified to act against us as competitors.

Mr. McGOVERN. It is exactly the same as with the bar associations.

Mr. BLANTON. That does prevail, regardless of whether it is similar to other business or businesses?

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Mr. McGOVERN. Yes.

Mr. BLANTON. Then, the various units of industrial employees are interested in keeping down competition to a certain extent, are they not?

The CHAIRMAN. Are you laying the foundation for questions to follow?

Mr. BLANTON. That I will get to and bring out later.

The CHAIRMAN. Very well.

Mr. BLANTON. The Chair will probably be able to anticipate what I am getting at.

The CHAIRMAN. Proceed.

Mr. McGOVERN. This question I could not answer yes or no. But a labor organization is doing the same as the gardener who prunes.

Mr. BLANTON. You spoke of the bar association. The bar association never tries to keep down qualified men from entering the profession, the good attorneys, do they?

Mr. McGOVERN. I would like to discuss that with you at another time. I will tell that it is true.

Mr. BLANTON. That is a question that does not need any argument or discussion. Now, you spoke of this board, the only saving thing about it that prevented it from being absolutely a failure was that it had a member of organized labor on it, Mr. Arthur Holder.

Mr. McGOVERN. I did not say that Arthur Holder had been altruistic enough to go into the labor movement, or he would have probably been a millionaire to-day.

Mr. BLANTON. I understood you to say that was the saving thing that kept this board up. You did not want to convey that impression?

Mr. McGOVERN. Not at all.

Mr. BLANTON. Now, let me call your attention to a few facts, since Mr. Arthur Holder went on this board, you knew that he was a representative of the machinists' union and an officer in the union, did you not?

Mr. McGOVERN. I think he has been down here 17 years as legislative agent.

Mr. BLANTON. He has been holding office in the machinists' union?

Mr. McGOVERN. I knew he was a machinist.

Mr. BLANTON. That is all you know?

Mr. McGOVERN. Yes, sir.

Mr. BLANTON. Now, since he has been on that board, Mr. Bronson, the head placement officer in Washington, has been placed in the work and he is a member of the machinists' union. He is the one whose efforts you said were not a success. Mr. Taylor, Mr. Bronson's assistant, is likewise a member of the machinists' union, and Mr. Edward O. Dixon, who has been placement officer in New York, was secretary of this same machinists' district council in New York.

Mr. McGOVERN. Yes; that is my understanding. I remember Dixon's name in New York.

Mr. BLANTON. Now, where the great majority of those disabled service men are not members of unions, lots of them are boys who came off the farm and never heard of a union, lots of them are good fellows and——

Mr. McGOVERN (interposing). I do not agree with you that the greater part of the men are not members of the unions.

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Mr. BLANTON. Unless they have been pushed into the unions lately. When they came back from this war they never had heard of the unions.

Mr. McGOVERN. I consider the selective draft, and I consider that everybody and every kind of men were fairly represented in it. I believe there was just as many union men among the men to be rehabilitated as there are of any other class.

Mr. BLANTON. You know that men in industrial life were exempted from service unless they wanted to go into it voluntarily?

Mr. McGOVERN. Yes; I knew that.

Mr. BLANTON. Naturally, they having been exempted, their class would not be represented as much as any of these men, because there would be two classes, union and nonunion. There naturally would be a very great many more nonunion men in the actual service in France than there were union men, because of that exemption?

Mr. McGOVERN. We only had about 150 out of 15,000 men that were living in New York and living on that kind of work; that is, their being in that kind of occupation. They were either in the Navy of somewhere else.

Mr. BLANTON. You having been a union man for 17 years and you had two service men to place, one a brother member of the union and the other not, would you have any preference in the one over the other?

Mr. McGOVERN. Not a particle.

Mr. BLANTON. I have no further questions.

Mr. VESTAL. Just a question or two. At the time of adjournment, I think, you answered before lunch that there was quite a great deal of delay in the New York office in assignment of the boys to training?

Mr. McGOVERN. Yes, sir.

Mr. VESTAL. In your judgment, was this delay caused by the inefficiency of the members of the New York office?

Mr. McGOVERN. I should say so.

Mr. VESTAL. Upon what facts do you base your judgment?

Mr. McGOVERN. That I had brought in man after man who was seriously injured, men who were brought there by my efforts who had been repeatedly to that office. I could cite specifically the case of George W. Holly. That did not take much to bring him there, because he was a man with one hand off. I do not think this man has been taken care of yet. He was a distinguished service man. There was another poor little boy over in Brooklyn, and the last I knew of him he was working as an orderly in a hospital. He had a foot off and had a wife who was ill. There was Harry Weiner, of McKibben Street, Brooklyn; I brought that man in three times personally. He moved around and could not pay his rent half the time; that is the way he was fixed, the poor fellow.

Mr. VESTAL. You say you brought this man into the office?

Mr. McGOVERN. Yes, sir.

Mr. VESTAL. What happened when you brought them in? What occurred that caused you to make the statement that it was inefficiency on the part of these men in the office as to their assignment?

Mr. McGOVERN. Inefficiency means not getting results, getting these men into training.

Mr. VESTAL. Do you know what the condition was in the Bureau of War Risk Insurance at that time?

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Mr. McGOVERN. Very well, I know.

Mr. VESTAL. It was in a congested condition there, was it not?

Mr. McGOVERN. It was in a chaotic condition as far as I could find it out.

Mr. VESTAL. Do you know whether or not the delay in placing these boys was caused by the New York office or caused by the failure of the War Risk Bureau to fix their status?

Mr. McGOVERN. They made changes in the case of officers quite a number of times and they finally placed a young lady in charge, and she told me that a large part of her trouble was the delay with the cases in Washington, cases which had been approved and investigated.

Mr. VESTAL. Do you also think that a great deal of this delay was caused by the congested condition in the New York office, also more boys coming in than could be handled by that office?

Mr. McGOVERN. Under the system which was in vogue, it was the system that was at fault, not the number of men that were coming in; take for example, what I know of the work of the New York bureau in compensation. There are an average of nearly a thousand cases a day, coming in there. The similarity of the work of the rehabilitation division and the compensation bureau is that they both have to determine the facts. That is, the fundamentals. The compensation bureau makes an award instead of placing the men in training. The difference in speed and in quickness between the compensation bureau in the city of New York and between the Federal Board is just as much as the same difference between the proverbial snail and the greyhound.

Mr. VESTAL. Was it your judgment that this delay was caused by the system that was in vogue?

Mr. McGOVERN. Absolutely.

Mr. VESTAL. Do they have the same system now?

Mr. McGOVERN. At the present moment?

Mr. VESTAL. Yes.

Mr. McGOVERN. I know they have a case folder yet and that is fundamental.

Mr. VESTAL. Did you have any direct connection with the Washington office?

Mr. McGOVERN. None whatever.

Mr. VESTAL. All your relations were with the New York office?

Mr. McGOVERN. Except as a citizen. I had dealings with the Washington offices from time to time, I wondered why things were not speeded up. My activity in this, as I testified, has been for five years; that the public knows about that I can prove. Every once in a while I would take a few days off when I got money ahead and trot down to Washington and have a talk with them to know what could be done.

Mr. VESTAL. That was simply because you were interested in these boys and wanted to see these boys get training?

Mr. McGOVERN. Absolutely, in repayment of the debt that I owe them.

Mr. VESTAL. Certainly, that is very laudable.

Mr. ROBSION. If I understood your testimony this morning, you stated that you wrote to the President about the situation.

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Mr. McGOVERN. Do you mean after I had left the service with the board?

Mr. ROBSION. No; before.

Mr. McGOVERN. Yes, sir; I did previously.

Mr. ROBSION. What was the date of that, approximately?

Mr. McGOVERN. July 16, 1918?

Mr. ROBSION. Did you get any response to that letter?

Mr. McGOVERN. I did.

Mr. ROBSION. What complaints, if any, or suggestions did you make to the President?

Mr. McGOVERN. The complaint that I made was I hoped that we would in time have a sufficient amount of money or what I considered a sufficient amount of money appropriated to carry out the act.

Mr. ROBSION. What response did you get?

Mr. McGOVERN. The letter was referred to the Federal board. That is the response which I received from the president. The Federal board wrote me a letter suggesting that I enter their employment and that I come and see them and talk over accepting the position.

Mr. ROBSION. It was later on that you did go and see the board?

Mr. McGOVERN. I felt insulted when they asked me.

Mr. ROBSION. You did go on and see them?

Mr. McGOVERN. Yes; I did.

Mr. ROBSION. In November, 1918, you took employment with the board and continued your connection with the board until August, 1919?

Mr. McGOVERN. Yes.

Mr. ROBSION. If I have understood your testimony, you charge the failure, if there was a failure, to the board at Washington, to the national board, as you might say, to the central office?

Mr. McGOVERN. Lack of vision is the principal defect.

Mr. ROBSION. I say you charge it to the central office?

Mr. McGOVERN. Yes, sir.

Mr. ROBSION. Whatever there was generally of shortcomings in the New York office it was due to the instruction and system that was handed to them by the central office in Washington?

Mr. McGOVERN. That is what I believe.

Mr. ROBSION. You base that upon your observations and your experience and connection with the board from November, 1918, to August, 1919?

Mr. McGOVERN. Yes, sir.

Mr. ROBSION. Who was responsible for placing this epileptic in charge of handling heavy machinery and running elevators?

Mr. McGOVERN. Handling elevators and handling heavy machinery.

Mr. ROBSION. Who was responsible for that?

Mr. McGOVERN. A man in New Jersey in the receiving station, who was placed there through the authority and by the orders of the central office. In no other way could it be done. Recommendation has to be made and approved by the central office before any final action could be taken.

Mr. ROBSION. It had to be acted on here in Washington, do you mean?

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Mr. McGOVERN. Yes, sir.

Mr. ROBSION. In that folder and as part of the record, does that disclose that the man is an epileptic?

Mr. McGOVERN. It did.

Mr. ROBSION. That must have been before the central office here in Washington, when it was acted upon and he was directed, I mean, when he was given vocational training?

Mr. McGOVERN. Yes, sir. In the case of the man who was running the elevator, I have no doubt but if you will go into the files they do not know what happened here. They probably credited it as a placement and more or less successful, and probably believe it was without criticism.

Mr. ROBSION. Of course, putting a man of that character in charge of the elevator would not only endanger his own life, but the lives of other people.

Mr. McGOVERN. In my letter of resignation I said it might cause such a scandal that it might ruin the entire life of the Vocational Board. I wrote that because I had this condition—because I have had experience in things of that sort previously.

Mr. ROBSION. Where do you state that this system that is used by the Vocational Board is wrong? State just briefly.

Mr. McGOVERN. Lack of vision; lack of vision and lack of speed and proper system.

Mr. ROBSION. You stated that Mr. Bronson did not learn much? What do you mean by that?

Mr. McGOVERN. In the Vocational Summary, the official publication of December, there is a resolution which was credited to Mr. Bronson. As I read that from the article, it, word for word, is practically identical with the resolution that I introduced five years ago before the American Federation of Labor.

Mr. ROBSION. It is your own statement, your own opinion and judgment, that the Vocational Board has not profited by experience?

Mr. McGOVERN. I think the board has, but not this particular man. Mr. Lamkin—they have devised some radical changes there. I have talked it over with the board and they have devised radical changes which should expedite to a certain extent.

Mr. ROBSION. You have made a number of statements about someone in New York, a member of the Big Six, who you say graduated? What did you mean by that statement, that he graduated?

Mr. McGOVERN. The average member of a labor organization expects some day to be an employer himself, those that I know, and I know them by the thousands. They expect to go on and be superintendents and managers and such stuff as that. I am a member of it but I am an odd stick among these people. The majority of them are younger men. The engineer is a man who has plenty of time and usually wants to be what we call a boss or superintendent.

Mr. ROBSION. What do you mean about this young fellow who completed his education and as you say he graduated?

Mr. McGOVERN. It was his own expression.

Mr. ROBSION. What was in your mind?

Mr. McGOVERN. He had become an employer. He had so progressed in his economic life that he was entitled to the next step up.

Mr. ROBSION. What did they have to do in this connection with this Federal board?

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Mr. McGOVERN. He was a man that was qualified to look on both sides. He not only had been a workman, but also——

Mr. ROBSION (interposing). You did not use that expression for the purpose of conveying to our minds the idea that he might exploit these men?

Mr. McGOVERN. Not by any means. Barnes is not that kind of a man. He is a very high type of man.

Mr. ROBSION. Then, you made some reference to the fact that you believe in fighting it out and in not bothering the law or having a law. What did you say on that?

Mr. McGOVERN. It looked to me as though the officials were not active enough, that they did not take the same position that might have been taken, that there was not that spirit of getting over obstacles to rehabilitate them and get through with it.

Mr. ROBSION. So it would appear that the whole proposition was one of timidity and not one of vigor and spirit and courage to go into it. Is that what you mean?

Mr. McGOVERN. That is what I get from it. I hope I did not misjudge them.

Mr. ROBSION. And upon the whole, you feel that the system lacked efficiency and vision and that the men carrying it out lacked efficiency and vision?

Mr. McGOVERN. I think so.

Mr. ROBSION. That is all.

The CHAIRMAN. You may be excused, Mr. McGovern.

STATEMENT OF MR. BEN DUNSTALL, 117 SOUTH AVENUE, CRANFORD, N. J.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. You may give your full name and your address to the stenographer.

Mr. DUNSTALL. Ben Dunstall, 117 South Avenue, Cranford, N. J.

The CHAIRMAN. You have had some experience with the Vocational Board in attempting to secure vocational training?

Mr. DUNSTALL. Yes, sir.

The CHAIRMAN. I think it is better to let you tell your story, as it now appears to me.

Mr. DUNSTALL. I went to New York, to an office in New York, about a week after I got out.

The CHAIRMAN. When was that when you called?

Mr. DUNSTALL. The 3d of October.

The CHAIRMAN. What year?

Mr. DUNSTALL. 1919.

The CHAIRMAN. Proceed.

Mr. DUNSTALL. I told them I wanted to go to school, and they fixed the papers for me; said they would fix them up in a short time to go to school. I did not hear from them and went down again about four months after and saw them about it, and they wrote out more papers. I had to stay there five or six hours before I got anything done in the office.

The CHAIRMAN. Where was this?

Mr. DUNSTALL. In New York; before they would do anything for me I waited four or five hours.

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The CHAIRMAN. What was your injury?
Mr. DUNSTALL. Fractured femur.
The CHAIRMAN. What was your disability rating?
Mr. DUNSTALL. I was getting 25 per cent.
The CHAIRMAN. You desired to get training?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. Were you making any application as to what you would do?
Mr. DUNSTALL. I wanted to take up auto machinist.
The CHAIRMAN. Go ahead and tell your story in your own way.
Mr. DUNSTALL. I went down that day and waited four or five hours, and they would do nothing for me but go to writing papers; I do not know what they put in the papers. They did not get finished that day, but told me to come back next morning—Saturday—and it took them two or three minutes to fix it on the next day, and I had to go all the way down there from Cranford.
The CHAIRMAN. How far is Cranford from New York?
Mr. DUNSTALL. I do not know; Cranford is a pretty long ways. I did not get any word from them there. I went to the American Legion to see them about it. After that they started to send me to the school.
The CHAIRMAN. About when was it that you had your assignment, when they sent you to school?
Mr. DUNSTALL. The 8th of March.
The CHAIRMAN. That is this year?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. Where did they send you?
Mr. DUNSTALL. Newark.
The CHAIRMAN. What is the name of the school?
Mr. DUNSTALL. I do not know the name of the school. It is High Street, Newark.
The CHAIRMAN. Were there other service men there in school?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. Have you been there ever since?
Mr. DUNSTALL. No; I have quit school because I was not learning anything.
The CHAIRMAN. When did you quit school?
Mr. DUNSTALL. About a couple of weeks after I began going. I did not learn anything.
The CHAIRMAN. You tried it for two weeks?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. What were they teaching you?
Mr. DUNSTALL. Tried to teach me electrician. I tried to take garage but I could not stand it; it made me sick.
The CHAIRMAN. You wanted to be a machinist?
Mr. DUNSTALL. Yes.
The CHAIRMAN. What had been your work, Mr. Dunstall, before you went into the service?
Mr. DUNSTALL. I was a farmer.
The CHAIRMAN. Had you had any experience with machinery?
Mr. DUNSTALL. No; I was at the horses work.
The CHAIRMAN. Did you have any experience with automobiles on the farm?

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Mr. DUNSTALL. No, sir.

The CHAIRMAN. How much schooling had you had when you left school?

Mr. DUNSTALL. Only fourth grade.

The CHAIRMAN. What did you say they were teaching you in this New Jersey school?

Mr. DUNSTALL. Auto machinist.

The CHAIRMAN. What complaint, Mr. Dunstall, have you to make, if any? What was your treatment when you came before the board?

Mr. DUNSTALL. About the school?

The CHAIRMAN. No; I mean when you were making application. Have you any complaint to make at all except——

Mr. DUNSTALL. They were very slow; they did not seem to want to do anything up there.

The CHAIRMAN. They did not refuse, then, to give you training?

Mr. DUNSTALL. No, sir. One fellow says you are liable to be dead before you get it.

The CHAIRMAN. He would be dead or you would be dead?

Mr. DUNSTALL. I would be dead.

The CHAIRMAN. Did you take that as a matter of course, or a joke?

Mr. DUNSTALL. I guess he said it as a joke.

The CHAIRMAN. You have not been in any school since two weeks after you entered?

Mr. DUNSTALL. Yes, sir.

The CHAIRMAN. Have you any desire to go on and take training?

Mr. DUNSTALL. Yes, sir; I would take it up. If they would teach a fellow I would take it up.

The CHAIRMAN. You say that you quit because they were not teaching you anything?

Mr. DUNSTALL. No, sir.

The CHAIRMAN. Can you tell us why you could not learn? Was it because of bad teaching?

Mr. DUNSTALL. There were so many fellows there who did not seem to have anyone there to teach them; 300 men, and hardly any teachers at all. They just had to go up to the rooms and you would not see them any more.

The CHAIRMAN. How did the other fellows get along?

Mr. DUNSTALL. Just up there fooling and doing nothing; just putting in their time.

The CHAIRMAN. Did you hear anybody complaining?

Mr. DUNSTALL. Yes, sir; I heard lots of fellows say, "I have not learned a thing; have been there about four months and have not learned a thing."

The CHAIRMAN. Have any others quit?

Mr. DUNSTALL. Yes, sir; they are quitting every day down there.

Mr. TOWNER. When you came back from across the water you came back on a stretcher?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. You were seriously wounded, and still suffering from the effects of that?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. Where did they take you first?

Mr. DUNSTALL. They took me to New York to the Palace.

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Mr. TOWNER. What was you treatment in the Army hospital?
Mr. DUNSTALL. Good treatment there.
Mr. TOWNER. How long were you there, do you remember?
Mr. DUNSTALL. For about a month.
Mr. TOWNER. Where were you taken from there?
Mr. DUNSTALL. Camp Dix, N. J.
Mr. TOWNER. What did they take you to Camp Dix for?
Mr. DUNSTALL. They did not keep us in New York, but just to get down there to the marine hospital.
Mr. TOWNER. They transferred you to another hospital?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. How long did you stay there in the hospital?
Mr. DUNSTALL. About six months.
Mr. TOWNER. What was your treatment there?
Mr. DUNSTALL. It was not very good up there at Camp Dix.
Mr. TOWNER. Not so good as in the other place?
Mr. DUNSTALL. It was not a bit good up there at all.
Mr. TOWNER. You had not been discharged as yet?
Mr. DUNSTALL. No, sir.
Mr. TOWNER. Where did you go from Camp Dix?
Mr. DUNSTALL. Baltimore, Fort McHenry.
Mr. TOWNER. Did you go into the hospital there?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. That was the third hospital that you were transferred to?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. How long did you stay in that hospital?
Mr. DUNSTALL. About four months.
Mr. TOWNER. And what was your treatment there in the hospital?
Mr. DUNSTALL. That was not so bad. It was pretty good treatment there.
Mr. TOWNER. Better than Camp Dix?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. You are still not discharged from the Army?
Mr. DUNSTALL. No, sir.
Mr. TOWNER. What became of you then?
Mr. DUNSTALL. I just stayed up there for keepings; they wanted to discharge me; I was waiting for discharge then.
Mr. TOWNER. By that time your leg had been attended to and had healed up, had it?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. However, it was found to be some inches shorter than the other leg, was it not?
Mr. DUNSTALL. Yes, sir; about 3 inches shorter.
Mr. TOWNER. And you are compelled now to use a cane to walk with?
Mr. DUNSTALL. No, sir; I do not use a cane.
Mr. TOWNER. You have an artificial boot or support so as to equalize the length of your leg?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. When were you discharged?
Mr. DUNSTALL. I was discharged October 8.
Mr. TOWNER. Were you discharged from Fort McHenry?

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Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. Were you given any disability rating at that time?

Mr. DUNSTALL. He told me I was getting 25 per cent disability.

Mr. TOWNER. Had you been getting from the War Risk Bureau any pay, any monthly payments?

Mr. DUNSTALL. No, sir; I have not received anything from them yet.

Mr. TOWNER. You never have received any money from them at all?

Mr. DUNSTALL. No, sir.

Mr. TOWNER. When did you make application and where were you when you made the application for training?

Mr. DUNSTALL. The same address in Cranford, N. J.

Mr. TOWNER. Did you send a letter to the New York office or something of that sort?

Mr. DUNSTALL. No; I went around to see them.

Mr. TOWNER. You went down to New York to see them?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. Had you been discharged then?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. You had your discharge, had you?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. Did they examine you there before the Vocational Board?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. Physicians examined you again?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. They gave you a section 2 rating, did they? That is, they stated you were entitled to training and also to compensation?

Mr. DUNSTALL. Yes, sir.

Mr. TOWNER. Have you been getting that compensation?

Mr. DUNSTALL. I have not been getting anything from the Government; only the school. All I got was that two weeks' schooling.

Mr. TOWNER. You have not been getting any compensation at all?

Mr. DUNSTALL. No, sir.

Mr. TOWNER. Did they fix your compensation, or tell you how much you were going to receive?

Mr. DUNSTALL. Yes, sir; I was to get $80 a month. I got a letter stating that the 4th of October.

Mr. TOWNER. And you have never got that or any part of it?

Mr. DUNSTALL. No, sir.

Mr. TOWNER. You have never received a cent of money from the Government since you returned from France?

Mr. DUNSTALL. No, sir.

Mr. TOWNER. Neither from the War Risk Bureau or the Vocational Board?

Mr. DUNSTALL. No, sir.

Mr. TOWNER. This training that you received was not satisfactory, as I understood you?

Mr. DUNSTALL. No, sir.

Mr. TOWNER. Did you report the fact that it was not satisfactory to the board there in New York City?

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Mr. DUNSTALL. No; I never did go down there.
Mr. TOWNER. Why didn't you go there?
Mr. DUNSTALL. I just got disgusted.
Mr. TOWNER. As I understand it, then, you went out and tried to get some employment on your own responsibility?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. You did find a place where you had employment?
Mr. DUNSTALL. Yes; I was working two or three days a week and had to quit; I was working on a job near Cranford and working two or three days a week and quit because I could not stand it—cold.
Mr. TOWNER. Have you any employment now?
Mr. DUNSTALL. No, sir.
Mr. TOWNER. So far as you know, you can not carry on in your present condition and with your present training you can not maintain yourself and are not able to earn a living?
Mr. DUNSTALL. No, sir.
Mr. TOWNER. And still you say that you could get no help from the board, the war risk, or anybody?
Mr. DUNSTALL. No, sir.
Mr. TOWNER. So far as you know, there is nobody taking any interest in your case?
Mr. DUNSTALL. No, sir. Well, the American Legion.
Mr. VESTAL. The American Legion?
Mr. DUNSTALL. Yes, sir.
Mr. TOWNER. What had the boys been doing for you?
Mr. DUNSTALL. I come down to see them and they told me where to go to send word to Washington and they had places for me.
Mr. TOWNER. But it has not brought any results yet?
Mr. DUNSTALL. No, sir.
Mr. BRAND. Do you know why you have not received your pay?
Mr. DUNSTALL. No, sir.
Mr. BRAND. But you know you are entitled to it?
Mr. DUNSTALL. They told me in a couple letters I was to get $80 a month, the day I was discharged.
Mr. BRAND. But you have not had any money?
Mr. DUNSTALL. No, sir.
Mr. BRAND. What do you think you can do in your condition—what sort of business?
Mr. DUNSTALL. I do not know sir.
Mr. BRAND. You were a farmer before you were in the service?
Mr. DUNSTALL. Yes, sir.
Mr. BRAND. Can you follow that occupation?
Mr. DUNSTALL. I went out on the farm when I was discharged and could not stand it.
Mr. BRAND. What is it you would like to do? Do you have any preference as to what you would like to train for?
Mr. DUNSTALL. I never did find out what would be the best thing.
Mr. BRAND. You have not decided what would be best for yourself?
Mr. DUNSTALL. No.
Mr. BRAND. You have not given up all hope and ambition in life, have you?
Mr. DUNSTALL. Pretty near.

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Mr. BRAND. Do you suffer from your affliction?
Mr. DUNSTALL. Yes, sir; when it gets cold it bothers sometimes.
Mr. BRAND. Are you a single man?
Mr. DUNSTALL. Yes, sir.
Mr. BRAND. How in the world have you been living, with no employment and getting no money from the Government?
Mr. DUNSTALL. I have been boarding with people, but I have not paid yet.
Mr. BRAND. Uncle Sam is a bad paymaster. I have no further questions.
Mr. DALLINGER. When did you enlist?
Mr. DUNSTALL. February 28, 1918.
Mr. DALLINGER. With what outfit did you enlist?
Mr. DUNSTALL. The Forty-ninth New York, Camp Merritt.
Mr. DALLINGER. When did you go across?
Mr. DUNSTALL. I went across in April, 1918.
Mr. DALLINGER. What engagements did your regiment take part in?
Mr. DUNSTALL. In the Toul sector and in the Argonne.
Mr. DALLINGER. Where were you wounded?
Mr. DUNSTALL. Argonne Forest.
Mr. DALLINGER. What was the nature, if you can tell us, of this wound in your leg?
Mr. DUNSTALL. It blew part of my leg off.
Mr DALLINGER A shell?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. About what time was that?
Mr. DUNSTALL. About 2 o'clock in the afternoon—Tuesday afternoon.
Mr. DALLINGER. What date?
Mr. DUNSTALL. October 8, 1918.
Mr. DALLINGER. You were taken to the hospital over there?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. How long were you in the hospital there?
Mr. DUNSTALL. In France I was in the field hospital a couple of days and they transferred me to another hospital; I do not know the name of it, Vichy and Brest.
Mr. DALLINGER. When were you brought home?
Mr. DUNSTALL. I was brought home on Christmas Eve.
Mr. DALLINGER. You have already testified to the hospitals where you were treated in this country?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. Will you tell the committee, Mr. Dunstall, a little more in detail of your first visit to the vocational board office in New York City? I think you told us the date; what was the date?
Mr. DUNSTALL. About a week after I got out of the Army, after I was discharged from the Army.
Mr. DALLINGER. That was in March, 1919?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. Had anybody told you anything about this vocational training while you were in the hospital?
Mr. DUNSTALL. Yes, sir; there were two fellows who came around the place to tell us.

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Mr. DALLINGER. In what hospital was that?
Mr. DUNSTALL. Fort McHenry.
Mr. DALLINGER. That was the third hospital you were in?
Mr. DUNSTALL. Over in this country.
Mr. DALLINGER. While you were in the hospital at Fort McHenry, two agents of the vocational board came to see you?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. Do you remember their names?
Mr. DUNSTALL. No, sir; I do not.
Mr. DALLINGER. Did they talk to you in regard to what you would like to do?
Mr. DUNSTALL. No; they told us that a fellow outside could take up whatever he thought he could do best that he would like.
Mr. DALLINGER. But they did not ask you what you would prefer to do?
Mr. DUNSTALL. No, sir.
Mr. DALLINGER. Did they ask you anything about your previous training or your previous education?
Mr. DUNSTALL. They asked me what schooling I had and all that.
Mr. DALLINGER. Did they tell you, either of those agents of the vocational board, or give you any suggestion or instruction as to when or where to call when you got out of the hospital?
Mr. DUNSTALL. They told us we could take up that training.
Mr. DALLINGER. Did they tell you as to going to New York?
Mr. DUNSTALL. No; they told us to go to the nearest place where you live, the nearest place to your home.
Mr. DALLINGER. When you were finally discharged from the hospital, where did you go?
Mr. DUNSTALL. I went to Jersey City.
Mr. DALLINGER. Was there an officer from the Vocational Board there?
Mr. DUNSTALL. No, sir.
Mr. DALLINGER. How did you happen to go to the office in New York?
Mr. DUNSTALL. I asked the Red Cross.
Mr. DALLINGER. Nobody ever told you except the information you got from the Red Cross about where to apply for your training; is that right?
Mr. DUNSTALL. Not after I got out of the Army.
Mr. DALLINGER. No suggestion was ever made to you as to where you could apply for this training until you went to the Red Cross?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. And they told you to go to this place in New York City?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. What was the date you went to the office in New York the first time?
Mr. DUNSTALL. About a week after I got my discharge.
Mr. DALLINGER. In March?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. As near as you can place it, was it in the early or the middle part of March?
Mr. DUNSTALL. Around the 16th or 17th.

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Mr. DALLINGER. About the 16th or 17th of March?
Mr. DUNSTALL. Yes, sir.
Mr. VESTAL. You say you were discharged in October?
Mr. DUNSTALL. Yes, sir.
Mr. VESTAL. Then it was not in March you went to the board; it was in October.
Mr. DUNSTALL. Yes; October.
The CHAIRMAN. I think he stated he was wounded on the 8th of October in France and did not get over here until Christmas?
Mr. DUNSTALL. I was discharged October 3.
Mr. TOWNER. Nearly a year afterwards, and most of the time you spent in the hospital in this country before your discharge.
Mr. DALLINGER. As I understand his testimony, he was wounded in October, 1918, in the Argonne Forest, and discharged in October, 1919, from Fort McHenry.
Mr. BRAND. He said March 8 the first time.
Mr. VESTAL. That is what he said.
Mr. DALLINGER. I think you probably were a little confused about it. You were discharged at Fort McHenry in 1919, a year after you were wounded, and you then went to Jersey City in 1919, and the Red Cross told you about going over to this office in New York City of the Vocational Board. Is that right?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. It was sometime in October, 1919, the first time you went to the board?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. Will you tell the committee a little more in detail what happened the first time you went to the board's office when you first went in?
Mr. DUNSTALL. I went upstairs and had to wait hours, four or five hours.
Mr. DALLINGER. You had to stay in the room four or five hours before anybody spoke to you?
Mr. DUNSTALL. They took me to the desk.
Mr. DALLINGER. Who took you up to the desk?
Mr. DUNSTALL. A fellow at the desk, some head fellow, I do not know his name.
Mr. DALLINGER. What happened when you first went into this office; did anybody come to meet you or say anything to you?
Mr. DUNSTALL. No; I had to go up to the desk.
The CHAIRMAN. To register?
Mr. DALLINGER. What did the man at the desk say to you?
Mr. DUNSTALL. He asked me what I wanted and I told him.
Mr. DALLINGER. You told him that you wanted training?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. Then what did he do?
Mr. DUNSTALL. He put me down on a piece of paper and said I would have to wait.
Mr. DALLINGER. Were you suffering then from the wound in your leg?
Mr. DUNSTALL. It bothers me when it gets wet.
Mr. DALLINGER. It did not bother you at that time?
Mr. DUNSTALL. Yes, sir.

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Mr. DALLINGER. Does it bother you if you stand?
Mr. DUNSTALL. Yes, sir; if I stand or sit or going to sleep.
Mr. DALLINGER. Was there any chair there for you to sit in?
Mr. DUNSTALL. There were lots of chairs.
Mr. DALLINGER. Did you sit down?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. How long did you stay there and nobody ever said anything to you again?
Mr. DUNSTALL. Four or five hours.
Mr. DALLINGER. I understand, then, that it was four or five hours that you sat in that room after giving your name to the man at the desk and nobody said anything to you?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. What time of day did you go there?
Mr. DUNSTALL. I went there in the morning.
Mr. DALLINGER. What time in the morning?
Mr. DUNSTALL. About 10 o'clock.
Mr. DALLINGER. You stayed there four or five hours without anything to eat?
Mr. DUNSTALL. Yes, sir; all the time, and never went out.
Mr. DALLINGER. Was any suggestion made to you by anybody that you could go out and get something to eat?
Mr. DUNSTALL. No. I did not ask them about that.
Mr. DALLINGER. How many boys were there in the room?
Mr. DUNSTALL. About 13 or 14.
Mr. DALLINGER. What happened to the other 13 or 14? How long did they have to wait?
Mr. DUNSTALL. Sitting around there "chewing the rag," and some of them were kicking about it.
Mr. DALLINGER. Complaining about their treatment?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. After having waited three or four or five hours after you first gave your name to this man at the desk, what happened then?
Mr. DUNSTALL. A girl came up to me and told me she wanted me—wanted to take my history.
Mr. DALLINGER. A girl told you she wanted to take your history?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. What did you do then?
Mr. DUNSTALL. I went up and she took my history.
Mr. DALLINGER. Where did you go?
Mr. DUNSTALL. To her desk.
Mr. DALLINGER. Did you sit down and tell her your history?
Mr. DUNSTALL. Yes, sir.
Mr. DALLINGER. How long were you there with her?
Mr. DUNSTALL. For about half an hour.
Mr. DALLINGER. What did she tell you then after she had taken this down?
Mr. DUNSTALL. She told me I was through. I was—she told me I would have to go to see the doctor.
Mr. DALLINGER. Where did she send you?
Mr. DUNSTALL. To the back of the building there.
Mr. DALLINGER. The same building?

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Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. That was along about the middle of the afternoon?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What did the doctor do or say to you when you first went in there?

Mr. DUNSTALL. He said I was entitled to go to school for disability, and he would see about it.

Mr. DALLINGER. Did he examine you?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What did he do in the way of an examination?

Mr. DUNSTALL. Just looked at me; looked at my wound.

Mr. DALLINGER. Did he use his stethoscope to test your heart and lungs?

Mr. DUNSTALL. He just looked at the wound in the leg.

Mr. DALLINGER. That was all the examination he gave?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. You say he told you that you were entitled to training?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What else did he say to you?

Mr. DUNSTALL. That is all he said.

Mr. DALLINGER. What did he tell you to do?

Mr. DUNSTALL. He said he was through with me.

Mr. DALLINGER. Did he tell you to go home?

Mr. DUNSTALL. Yes; he told me to go home; said he was through and to go home.

Mr. DALLINGER. You went back to your home in Cranford, N. J.?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. When did you next hear from them?

Mr. DUNSTALL. Not until five months afterwards, and I went down again.

Mr. DALLINGER. You did not hear anything from them for four months and received no letters, and had you given them your correct address at Cranford, N. J.?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. You are positive it was four months that you did not hear a word from them?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. You say of your own accord you went back to the office?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What happened upon that occasion?

Mr. DUNSTALL. I went there in the morning and waited until pretty near night, until 4 or 5 o'clock.

Mr. DALLINGER. When you went in, did you tell them who you were?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. And they kept you waiting all day long?

Mr. DUNSTALL. Until pretty nearly quitting time at night.

Mr. DALLINGER. What did they tell you then?

Mr. DUNSTALL. I went up, and a man wanted to take my history again—the same thing.

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Mr. DALLINGER. What did you tell him?

Mr. DUNSTALL. I told him just the same, and he said he was not through with me; that I would have to come back in the morning. I went back in the morning.

Mr. DALLINGER. You had to go home—to your home in Cranford, N. J.—and back again the next day?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What time did you see him the next day?

Mr. DUNSTALL. The first thing in the morning, between 9 and 10 o'clock.

Mr. DALLINGER. What did he tell you then?

Mr. DUNSTALL. In two or three minutes he was through with me.

Mr. DALLINGER. It only took two or three minutes?

Mr. DUNSTALL. Yes, sir; that is all, and I was gone.

Mr. DALLINGER. What did he tell you then?

Mr. DUNSTALL. He just wanted to finish my history; said I could go; he was through with me.

Mr. DALLINGER. Did he tell you he was going to give you training?

Mr. DUNSTALL. No, sir; he did not say anything about that. He just wrote down on the paper the history and said I could go away.

Mr. DALLINGER. How long after that was it you heard from the board?

Mr. DUNSTALL. I did not hear from them at all.

Mr. DALLINGER. You never heard anything from them? No answer?

Mr. DUNSTALL. No answer; not after that; and I went up to the American Legion.

Mr. DALLINGER. What post of the American Legion?

Mr. DUNSTALL. Newark.

Mr. DALLINGER. How long after this doctor had told you that he would send after you did you go to the American Legion? You said it was four months the first time. How long from the second time before you went to the American Legion? How long a time before you heard from the doctor?

Mr. DUNSTALL. I never heard from the doctor at all after that.

Mr. DALLINGER. How long a time was it before you went to the American Legion?

Mr. DUNSTALL. Two weeks.

Mr. DALLINGER. Not having heard anything from the doctor, you then appealed to the American Legion at Newark?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. How soon after you made your appeal to the American Legion did you get word to start your training?

Mr. DUNSTALL. A letter came right away—about four or five days after that.

Mr. DALLINGER. Then, you say, you went to this school in Newark?

Mr. DUNSTALL. Yes, sir; went to the school. It is on High Street in Newark.

Mr. DALLINGER. Is it a school or is it a repair shop?

Mr. DUNSTALL. It is a school with all kinds of machinery and everything.

Mr. DALLINGER. You say there were several hundred service boys there?

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Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. You said something about not getting instruction or teaching. I want to ask you more in detail about that. What happened when you first went to that school? You were ordered to report to the school, were you, and you went there?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What time of the day?

Mr. DUNSTALL. Friday afternoon.

Mr. DALLINGER. What time?

Mr. DUNSTALL. Two o'clock.

Mr. DALLINGER. Who did you see?

Mr. DUNSTALL. I went in the office and saw a fellow in the office.

Mr. DALLINGER. What did he tell you?

Mr. DUNSTALL. He told me Saturday was a holiday and I would have to come back Monday and I could start right in school.

Mr. DALLINGER. You went back Monday?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. At the time he said?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What happened then?

Mr. DUNSTALL. He fixed me up with a card and what kind of a job and asked me what I wanted to take up, and I said I would like to take up automachinist, and he put me right in the machinist shop.

Mr. DALLINGER. I am trying to get at the question of instruction. He sent you down to the machine shop, did he?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. To whom did he order you to report?

Mr. DUNSTALL. A couple of foremen down there.

Mr. DALLINGER. What did the foremen say to you when you went down there with this card?

Mr. DUNSTALL. Got about six of us together and gave us a piece of machinery, the flywheel of an auto, a crank rod, had about five or six of us around there and did not give us any tools.

Mr. DALLINGER. No tools? Just stood around and watched?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What happened while you watched?

Mr. DUNSTALL. Nothing. There was nothing to do but just stand and look at it.

Mr. DALLINGER. There was nobody doing anything?

Mr. DUNSTALL. None of us. There was nothing to do at all.

Mr. DALLINGER. Simply stand there and did nothing?

Mr. DUNSTALL. All the afternoon.

Mr. DALLINGER. Nobody told you what to do or how to do it?

Mr. DUNSTALL. No.

Mr. DALLINGER. You were given no tools to work with?

Mr. DUNSTALL. No, sir.

Mr. DALLINGER. That lasted all the afternoon?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What did you do the next day?

Mr. DUNSTALL. I went back to the same job, and they put me right back at the same thing again, and then I got sick.

Mr. DALLINGER. You did not think you were making much progress in becoming an automachinist, and you got disgusted and gave it up?

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Mr. DUNSTALL. No; I did not give it up then. I got sick there that morning, and so he asked me if I wanted to take up electricity and wiring. I said I would try that for awhile.

Mr. DALLINGER. Tell the committee just what happened with your instruction in electricity.

Mr. DUNSTALL. He told me I could take it up for awhile.

Mr. DALLINGER. What did you do?

Mr. DUNSTALL. Took me to a boss, and the boss told me to go upstairs, and we were up there, and they put me in the shop and left me there.

Mr. DALLINGER. Left you alone in that shop?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. What was going on in this shop?

Mr. DUNSTALL. A bunch of fellows, some drawing on the blackboard and some fooling around.

Mr. DALLINGER. Were most of them fooling around?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. Nobody told you anything?

Mr. DUNSTALL. Just told me to go upstairs.

Mr. DALLINGER. They did not explain anything to you?

Mr. DUNSTALL. They did not show you how to do any particular process.

Mr. DALLINGER. You stayed there that day fooling around?

Mr. DUNSTALL. Stayed there that morning.

Mr. DALLINGER. What did you do the next day?

Mr. DUNSTALL. For about two weeks I was taking arithmetic and spelling.

Mr. DALLINGER. Arithmetic and spelling—did you have any teacher in that?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. And had lessons to get?

Mr. DUNSTALL. Yes, sir.

Mr. DALLINGER. Apart from the instruction you got in arithmetic and spelling, you got no instruction in electricity or machinery, absolutely none?

Mr. DUNSTALL. No, sir.

Mr. DALLINGER. That continued as long as you stayed there?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. You do not know the name of this school?

Mr. DUNSTALL. No; sir; just some school there.

Mr. VESTAL. Is it the Newark Technical School?

Mr. DUNSTALL. It is right near the big high school in Newark.

Mr. VESTAL. When you first went to that school, did the superintendent of the school or anyone there talk to you about it?

Mr. DUNSTALL. Yes; he talked to me about it.

Mr. VESTAL. Did you tell him or did he ask you how far you were in your studies before you went into service?

Mr. DUNSTALL. He asked about how much schooling I had.

Mr. VESTAL. And you only had gone to about the fourth grade?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. Then what did he tell you?

Mr. DUNSTALL. He asked me what I would like to take up.

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Mr. VESTAL. Did he tell you that he thought you could go ahead in that school and learn something or that you ought to go to some other school?

Mr. DUNSTALL. He did not say anything about that.

Mr. VESTAL. You finally told him that you wanted to be a machinist?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. Then he sent you down in the cellar?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. And how many other boys were with you there?

Mr. DUNSTALL. About 20 fellows down there in the garage.

Mr. VESTAL. Do you mean to tell the committee, now, that none of those boys did anything?

Mr. DUNSTALL. There were six with me and they told me they had been there about four months and never learned a thing.

Mr. VESTAL. Not what they learned; what did they do? What were they doing?

Mr. DUNSTALL. Some of them were not doing anything and some of them were working.

Mr. VESTAL. Some of them were working?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. What were the fellows doing that were working?

Mr. DUNSTALL. They were fixing the automobiles and old machinery.

Mr. VESTAL. The foreman down there told you to watch those fellows fixing up this machinery and see how they were doing it; that is the fact about it, is it not?

Mr. DUNSTALL. Yes; but these other fellows did not know anything about it either.

Mr. VESTAL. Let us see what happened to you. You were told to watch those fellows that were working on this machinery?

Mr. DUNSTALL. Yes.

Mr. VESTAL. And try to learn something about that work by watching them?

Mr. DUNSTALL. Yes.

Mr. VESTAL. You only stayed there two days?

Mr. DUNSTALL. Yes, sir; down at the garage.

Mr. VESTAL. And got sick and quit?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. Then they put you upstairs?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. Then you were to go in to try to learn something about electricity?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. What did the foreman tell you up there?

Mr. DUNSTALL. Just sent me upstairs; told me to go upstairs.

Mr. VESTAL. There was a foreman up there?

Mr. DUNSTALL. I never saw a foreman there; I asked for one.

Mr. VESTAL. You just went upstairs and there was nothing for you to do?

Mr. DUNSTALL. There was nothing up there at all for us.

Mr. VESTAL. There were how many people up there?

Mr. DUNSTALL. About 13 up there.

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Mr. VESTAL. You were up there how many days?

Mr. DUNSTALL. I only went up there for about a half a day, and went down and back at arithmetic and spelling.

Mr. VESTAL. You did not go up there any more?

Mr. DUNSTALL. No, sir.

Mr. VESTAL. These boys told you they had been up there for weeks and had not done anything?

Mr. DUNSTALL. Yes, sir; the people in the garage told me the same.

Mr. VESTAL. I think this school is a school for an investigation to see if they are doing any work up there. Let me ask you another question. Do you mean to tell the committee that when you were discharged here from the Army in October—that is, in 1919, last year, was it not?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. From that date up to this time you have not received any money on account of your injury?

Mr. DUNSTALL. No, sir.

Mr. VESTAL. Have you made any application for compensation?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. When did you make your application for compensation?

Mr. DUNSTALL. It has been about three months ago I went to New York to the War Risk.

Mr. VESTAL. To the War Risk there?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. Did you have any blanks to fill out?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. You filled those out?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. You swore to them before somebody and were examined by the doctor?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. That was three months ago?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. You have not received any compensation?

Mr. DUNSTALL. No, sir.

Mr. VESTAL. The board over there told you you would get $80 a month?

Mr. DUNSTALL. Yes, sir.

Mr. VESTAL. They did not pay you anything and you did not receive anything from the board there during the two weeks you were there at this school?

Mr. DUNSTALL. No, sir.

Mr. VESTAL. Have you tried to find out what was the reason that you did not get that compensation?

Mr. DUNSTALL. Yes; I have been after them right along for it.

Mr. VESTAL. By writing to the War Risk?

Mr. DUNSTALL. They sent me a couple of letters saying that it would be fixed up soon.

Mr. VESTAL. For three months?

Mr. DUNSTALL. They said they would send it to me.

Mr. VESTAL. What congressional district do you live in? Who is your Congressman?

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Mr. DUNSTALL. I do not know; I come from Cramford.

Mr. VESTAL. You do not know who your Congressman is from your State, which is New Jersey?

Mr. DUNSTALL. No, sir.

Mr. VESTAL. You are going back to New Jersey?

Mr. DUNSTALL. Yes, sir; I would like to stay in Jersey if I could.

Mr. VESTAL. Are you going back there when you get through this examination?

Mr. DUNSTALL. I do not know.

Mr. VESTAL. If you will come up to my office I will take you down to the Bureau of War Risk and see that you get your money. That is all. Where did you formerly live?

Mr. DUNSTALL. Lately?

Mr. VESTAL. Before you went into the service?

Mr. DUNSTALL. I came from Canada.

Mr. VESTAL. Have you received word from the Bureau of War Risk that they had sent your money to some place in Canada?

Mr. DUNSTALL. Yes, sir; I went to Canada and came back again.

Mr. VESTAL. You do not know whether it came back again or not?

Mr. DUNSTALL. No, but they sent it. They said they got some checks that came back.

Mr. VESTAL. What address did you give?

Mr. DUNSTALL. I made a mistake in the address, instead of giving them South Avenue I gave them North, but I told them at the post office to hold all my mail as I was getting my mail all right there?

Mr. VESTAL. Then there is some little excuse for the mixup. That helps a little.

Mr. DUNSTALL. I will get that money all right. I do not care for the money but for the schooling.

Mr. ROBSION. Are you a citizen of the United States?

Mr. DUNSTALL. I received my papers but I lost them.

Mr. ROBSION. Did you ever vote in this country?

Mr. DUNSTALL. No, sir.

Mr. ROBSION. How long have you been in the United States?

Mr. DUNSTALL. Eight or 9 years.

Mr. ROBSION. How old are you now?

Mr. DUNSTALL. Going on 37.

Mr. ROBSION. Did you learn the name of any of the teachers there in New Jersey?

Mr. DUNSTALL. No, sir.

Mr. ROBSION. Did you volunteer into the Army or were you subject to the draft?

Mr. DUNSTALL. I volunteered.

Mr. ROBSION. You say you do not know the names of any of the persons over there at that school in New Jersey?

Mr. DUNSTALL. No, sir.

Mr. ROBSION. Did they have a garage attached to that school?

Mr. DUNSTALL. The garage was down in the cellar.

Mr. ROBSION. And there they repaired people's automobiles?

Mr. DUNSTALL. Yes, sir.

Mr. ROBSION. And you started to work in the garage, didn't you?

Mr. DUNSTALL. Yes, sir.

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Mr. ROBSION. Now, didn't they give any instruction there? Wasn't there anybody there to point out what they were doing and why they were doing it?

Mr. DUNSTALL. Yes; one of the fellows came up afterwards and asked them if they would tell me what I was looking at.

Mr. ROBSION. If they would tell you what you were looking at?

Mr. DUNSTALL. Yes.

Mr. ROBSION. Well, could they tell what you were looking at?

Mr. DUNSTALL. No; they didn't know what it was.

Mr. ROBSION. Well, did you know what you were looking at?

Mr. DUNSTALL. Yes. I knew what I was looking at all right, because it was—it was the crank shaft to the flywheel.

Mr. ROBSION. Well, did you decide that you could not learn that business—that garage business?

Mr. DUNSTALL. No; I could learn it all right if I had some one to tell me. I could learn it all right.

Mr. ROBSION. If you had some one to show you and they didn't show you? Now, could you learn that work that they were doing upstairs?

Mr. DUNSTALL. That would be a little harder for me to do.

Mr. ROBSION. You said they had a blackboard up there, and were making figures on it, didn't you?

Mr. DUNSTALL. Yes; some fellows were up there drawing. They were just putting in the time, though.

Mr. ROBSION. And what was your general impression as to what they were doing around there that they were putting in their time, or fooling away their time?

Mr. DUNSTALL. Fooling away their time.

Mr. ROBSION. And how did you get along in your spelling and arithmetic?

Mr. DUNSTALL. I got along with it all right.

Mr. ROBSION. How far did you get in arithmetic? What part of the arithmetic did you get to, up in that school in Newark?

Mr. DUNSTALL. I took spelling and writing.

Mr. ROBSION. What part of the arithmetic were you taking lessons in?

Mr. DUNSTALL. Well, it was all just adding up.

Mr. ROBSION. Addition and subtraction?

Mr. DUNSTALL. Yes, sir.

Mr. ROBSION. Now, why were you taking spelling and arithmetic? You were there to learn machinery or to become a machinist, and why were you taking those two branches?

Mr. DUNSTALL. One of the fellows met me outside one morning and he said, "You better get in and learn arithmetic and spelling and be out of the way. If they see you sitting around they won't like it."

Mr. ROBSION. He said you must get at that and get out of the way? Where were you in the way?

Mr. DUNSTALL. There was a fellow there with one arm, the head man, and they didn't want him to see me.

Mr. ROBSION. Why?

Mr. DUNSTALL. Because I was sitting around and wasn't doing anything.

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Mr. ROBSION. And you were not doing anything?
Mr. DUNSTALL. Yes, sir; between times.
Mr. ROBSION. Well, did this one-armed man see you sitting around and not doing anything any time?
Mr. DUNSTALL. No, sir; I went into the school and took arithmetic after that.
Mr. ROBSION. Did he see these other fellows sitting around and not doing anything?
Mr. DUNSTALL. Yes, sir; lots of fellows.
Mr. ROBSION. And what caused you to quit that arithmetic and spelling?
Mr. DUNSTALL. It wasn't doing much good. I wanted something I could make some money out of. I wanted to learn a trade.
Mr. ROBSION. I see you are still wearing your uniform. Why is that?
Mr. DUNSTALL. I haven't any money to buy other clothes with.
Mr. ROBSION. Did you get the $60 bonus?
Mr. DUNSTALL. Yes, sir.
Mr. ROBSION. You got that, did you?
Mr. DUNSTALL. Yes, sir.
Mr. ROBSION. And I understood you to say that you had not been paid any money since you landed in the United States?
Mr. DUNSTALL. Oh, landed? No; I got money in the hospital, you know. I mean after I got out of the Army.
Mr. ROBSION. You got your pay as a soldier until you were discharged?
Mr. DUNSTALL. Yes, sir.
Mr. ROBSION. But you tell the committee that you have not received any compensation?
Mr. DUNSTALL. No, sir.
Mr. ROBSION. And you have not received anything from the Vocational Board?
Mr. DUNSTALL. No, sir.
Mr. ROBSION. Well, where were you boarding while you were going to school in New Jersey?
Mr. DUNSTALL. I was boarding down there at 117 South Avenue, Cranford.
Mr. ROBSION. Is that near the school?
Mr. DUNSTALL. That is about six or seven miles.
Mr. ROBSION. How did you get to the school every day?
Mr. DUNSTALL. I went on the street car.
Mr. ROBSION. And how did you pay your board?
Mr. DUNSTALL. Well, I owe my board down there.
Mr. ROBSION. Have the Elks or any other organization loaned you money?
Mr. DUNSTALL. No, sir.
Mr. ROBSION. How have you been living? How do you get by?
Mr. DUNSTALL. Well, I got $120 when I came out of the Army, and I have all that spent.
Mr. ROBSION. And you tell the committee that you could not get any action as to getting vocational training until you got the American Legion to work upon it?
Mr. DUNSTALL. Yes, sir.

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Mr. ROBSION. And you feel that the board has neglected you, do you?

Mr. DUNSTALL. Yes; I just about gave them up.

Mr. ROBSION. And you tell the committee that there are other young men at this school that you speak of that were not suited to be there and were not doing anything there?

Mr. DUNSTALL. Yes, sir.

Mr. ROBSION. Why were they not doing anything? Was it just because they were lazy or that they didn't understand it?

Mr. DUNSTALL. No; there was nobody to show them. There was nobody there to show them.

Mr. ROBSION. What are you going to do now?

Mr. DUNSTALL. I don't know. I will take up schooling if somebody will show me how.

Mr. ROBSION. I would like to ask you the question, what it is now that you want to do, that you feel that you can do?

Mr. DUNSTALL. Well, if I could get so that I could drive a truck I would be satisfied.

Mr. ROBSION. You worked on a farm when you went into the Army?

Mr. DUNSTALL. Yes, sir.

Mr. ROBSION. And how much is one leg shorter than the other?

Mr. DUNSTALL. About three inches.

Mr. ROBSION. And is there any other thing wrong with you besides that?

Mr. DUNSTALL. My leg is stiff.

Mr. ROBSION. Was any of the bone taken out of it?

Mr. DUNSTALL. Yes; the bone was taken out up here [indicating].

Mr. ROBSION. Is that leg as large as the other one, the leg that is injured? Is it as big as the other one?

Mr. DUNSTALL. No, sir.

Mr. ROBSION. And you can't farm?

Mr. DUNSTALL. No; I tried to farm but I could not.

Mr. ROBSION. And you can not do other heavy manual labor?

Mr. DUNSTALL. No, sir.

Mr. ROBSION. And have you any money or property to live on?

Mr. DUNSTALL. No, sir.

Mr. ROBSION. Then you must have this training in order to get along in the world?

Mr. DUNSTALL. Yes, sir.

Mr. ROBSION. Now, when you get back to Newark or New York are you willing to go before the board and try to get them to give you some training that is suitable for you?

Mr. DUNSTALL. Yes, sir.

Mr. ROBSION. That is all.

The CHAIRMAN. Mr. Dunstall, how old did you say you are?

Mr. DUNSTALL. I am going on 37.

The CHAIRMAN. And you reached the fourth grade in school?

Mr. DUNSTALL. Yes, sir.

The CHAIRMAN. How long since you have been in school?

Mr. DUNSTALL. I haven't been to school since—well, I quit school when I was sent to the orphans' home in Canada.

The CHAIRMAN. You haven't been in school then for a good many years?

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Mr. DUNSTALL. No, sir.
The CHAIRMAN. Can you read?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. You have received some letters, have you not, from the board?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. Could you read them?
Mr. DUNSTALL. Yes; I can read them all right.
The CHAIRMAN. Did you save any of the letters that you got?
Mr. DUNSTALL. Yes, sir; I have them in my pocket—my overcoat pocket.
The CHAIRMAN. Could you answer the letters?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. Will you let us look at the letters?
Mr. DUNSTALL. Yes, sir.
The CHAIRMAN. You can get them later. We will excuse you, Mr. Dunstall.
Mr. Kanter, will you take the stand? Give your full name and address.

STATEMENT OF MR. IRVING KANTER, 35 GRAY ROCK PLACE, STAMFORD, CONN.

(The witness was duly sworn by the chairman.)
Mr. KANTER. My name is Irving Kater, 35 Gray Rock Place, Stamford, Conn.
The CHAIRMAN. You were in the service, Mr. Kanter?
Mr. KANTER. Yes, sir; 18 months.
The CHAIRMAN. Were you overseas?
Mr. KANTER. No, sir.
The CHAIRMAN. What branch of the service were you in?
Mr. KANTER. I was in the Ninety-eighth Coast Artillery, and I kind of got disabled at Fort Totten, and I believe they transferred to the Quartermaster Corps, and I was discharged from the Quartermaster Corps.
The CHAIRMAN. In what way were you disabled?
Mr. KANTER. I had a double rupture, with flat feet, third degree.
The CHAIRMAN. When were you discharged?
Mr. KANTER. January 18, 1919.
The CHAIRMAN. Where were you discharged?
Mr. KANTER. At Fort Totten, N. Y.
The CHAIRMAN. You had made application for training?
Mr. KANTER. Yes, sir; about 11 months ago, at the War Risk, not with the Federal board.
The CHAIRMAN. At the War Risk?
Mr. KANTER. Yes, sir.
The CHAIRMAN. What was the finding of the War Risk?
Mr. KANTER. Well, I waited about eight or nine months for it, and I received my whole check in full.
The CHAIRMAN. What was the compensation per month?
Mr. KANTER. Sixteen dollars; and then under the Sweet bill they advanced me $4 more, making $20. I am getting $20 now.
The CHAIRMAN. You got the back pay?

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Mr. KANTER. Yes, sir.

The CHAIRMAN. Have you made any application for training?

Mr. KANTER. With the War Risk?

The CHAIRMAN. No; with the Vocational Board?

Mr. KANTER. Yes, sir; around November—the War Risk told me that I was entitled to vocational training, and therefore I went down to the Vocational Board in New York and applied for training.

The CHAIRMAN. When was that?

Mr. KANTER. In November; I don't know just the date.

The CHAIRMAN. In November of last year—1919?

Mr. KANTER. In November; yes.

The CHAIRMAN. Last year?

Mr. KANTER. Yes, sir—no; it is only three or four months ago.

The CHAIRMAN. That would be since November, 1919.

Now, tell us your experience with the board.

Mr. KANTER. Well, I went up there for my training and they examined me the same day, or the next day, I am not sure, and I asked the doctor how did it look for my training and he said, "Why, you will get it sure." And I come around about three or four weeks after and they told me—a girl there told me——

The CHAIRMAN (interposing). Had you been asked to come back in three or four weeks?

Mr. KANTER. No; they told me they would let me know, and I was very anxious about this training, because I haven't done anything since I have been out of the Army. I have been operated on between times at St. Francis Hospital. The Red Cross sent me up there.

The CHAIRMAN. Then you went back in three weeks, and what did you get then?

Mr. KANTER. Well, I got—some girl told me, "You won't get section 2 training; you will get section 3 training." Some girl told me that.

The CHAIRMAN. You wanted section 2?

Mr. KANTER. Well, yes.

The CHAIRMAN. Section 2 has compensation?

Mr. KANTER. Yes, sir.

The CHAIRMAN. And that is what you wanted?

Mr. KANTER. Yes, sir.

The CHAIRMAN. Did you find somebody there who could give you a definite answer?

Mr. KANTER. Well, I didn't know where to go at the time. I was just green at it that time. I didn't know where to go, and I just kind of walked out. Then I received a letter about two weeks after stating that I was only entitled to section 3 training, so I went back to Mr. Wilcox, I believe——

The CHAIRMAN (interposing). Who is Mr. Wilcox?

Mr. KANTER. He is the advisor, I believe; and I told him I was handicapped, that I only had a fifth-grade education, and I can't go out and do the same work I used to do, and I would like to have, if it was possible, my training changed to section-2 training, and he went back and he had it changed that same day.

The CHAIRMAN. This was Mr. Wilcox?

Mr. KANTER. Yes, sir; Mr. Wilcox.

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The CHAIRMAN. He was in authority there? He had some authority there?

Mr. KANTER. I don't know. He went in back somewhere and had it changed for section-2 training. This was the local board, and they had a branch of the Washington authorities somewhere else in New York, which I don't know the number or the street, and they disapproved it about two weeks after—they disapproved section-2 training and gave me section-3 training.

The CHAIRMAN. Mr. Wilcox reported to you that you would get section 2, and later the board disapproved it?

Mr. KANTER. No; you haven't got me there. The local board—the board at New York agreed to give me section-2 training.

The CHAIRMAN. Is that the one to which Mr. Wilcox is attached?

Mr. KANTER. Yes, sir; and the Washington authorities, somewhere in New York—I don't know just where they were—wanted to give me section-3 training. So I didn't know what to do, and I just happened to get back pay from the War Risk under the Sweet bill, and I thought I would go up and see my Congressman—Congressman Merritt, of Connecticut—and I went up and explained my case. That was January 17.

The CHAIRMAN. This year?

Mr. KANTER. Yes, sir. And he made a date at 2 o'clock for the Federal board here in the central office and had me reexamined, looked over, and that man told me that I should have gotten my training nine months ago; that I was entitled to my training nine months ago—section-2 training. I was treated very highly in Washington. The Federal board was very good to me in Washington, but when I got to the New York office they wouldn't reason with me, and I went down there with a letter stating—I have got the letters right here saying they would give me training without unnecessary delay.

The CHAIRMAN. Let me have that letter, please.

(The witness handed the letter to the chairman.)

Mr. KANTER. It seems as though they took me down to school down there and kept me down there two weeks.

The CHAIRMAN. The Chair will read the letter. This is dated January 19, 1920, and is addressed to Congressman Schuyler Merritt:

DEAR CONGRESSMAN MERRITT: I am pleased to inform you that Mr. Irving Kanter, whom you brought to this office on the 16th instant regarding his desire for training, has been examined by our medical officers and also has been taken care of by the War Risk Bureau. He is returning to New York to-day with a letter from this office informing our representative, Mr. William A. Clark, that Mr. Kanter is eligible for training under section 2, and requesting that he be placed in training without unnecessary delay.

That was January 19.

Mr. KANTER. Yes, sir. I got training around the 24th of the month. I had to go to the American Legion in order to get it. They told me to come back in two weeks—that is, the New York Federal board.

The CHAIRMAN. You started in your training when?

Mr. KANTER. About the 24th of the month.

The CHAIRMAN. Of January?

Mr. KANTER. Yes, sir.

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The CHAIRMAN. And have you been pursuing that ever since?

Mr. KANTER. No, sir; I went down to Seward Park, 197 East Broadway.

The CHAIRMAN. What were you to do?

Mr. KANTER. Well, I was to take up precious-stone setting—diamond setting; I understand that: and it seems as though they are on a strike, and therefore Mr. Benway and Mr. Chappelle have told me that they can't give it to me. Well, I was reasoning with them about that, and they told me they would send me down to school, where I could learn something. I only had a fifth-grade education, and I went down there for two weeks, and who comes along but Mr. Matteson, and he come up and told me—he says, "Mr. Kanter, how about changing your course to something else?" I says, "What is that?" He says, "How about shoemaker or fountain-pen maker?" I said I wouldn't care for that. I says, "Why not send me to something that I understand, like precious-stone setting or something like that, or send me to a pawnbroker's house, where I can learn a little more?" "Well," he says, "You will have to go up and see Mr. Clark or Mr. Benway."

Well, I went up and saw Mr. Clark that night about 5.30, and that was in the middle of January, I believe—no, February—and I told them that Mr. Matteson had told me that my training would be discontinued if I didn't take some other course. So Mr. Clark called up Mr. Benway, in charge of me—he is in charge of the placement training, I believe—and Mr. Benway told me the same words. "Well," I said, "why don't you let me stay down in school? I am doing fine down there, and I have a letter from the teacher saying I was doing very nicely."

The CHAIRMAN. Well, Mr. Kanter, you were not working in precious-stone setting because there was a strike; was that it?

Mr. KANTER. Yes, sir.

The CHAIRMAN. And consequently the board could not be held responsible for that?

Mr. KANTER. No, I reasoned with them to send me to school where I could learn mathematics and all like that, which I need. I can't add fractions or anything like that, and I certainly did like it down there.

The CHAIRMAN. How long have you been doing that?

Mr. KANTER. About 36 days.

The CHAIRMAN. And they have told you that you must discontinue it?

Mr. KANTER. That was two weeks—I was down there only two weeks and Mr. Matteson told me that.

The CHAIRMAN. Who is Mr. Matteson?

Mr. KANTER. He is an advisor for the Federal board, I believe.

The CHAIRMAN. And what are you doing now?

Mr. KANTER. I am doing nothing. They want to send me around from one place to another.

The CHAIRMAN. When did you stop it?

Mr. KANTER. The way I found out my training was discontinued was I went up to the Elks fund. I borrowed about $50 from the Elks fund—$50 or $60, I don't know which—one day they tell me $50 and the next day $60, and I don't know what they are trying to

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do with me. So I went up to the Elks and I said, "Have you got a check for me?" He said, "Certainly; we have the check." And it amounted to $101 and some odd cents, I believe—33 cents. And I said, "I will pay you $30 of that." I owed them $30, and I said, "I will pay you $30." He said, "No; you have got to pay the full amount, because your training is discontinued. You are transferred back to the War Risk Insurance." Now, I didn't get any notice whatsoever. I got a letter stating that, but I didn't receive any notification.

The CHAIRMAN. When you went down to the school, since you could not continue in the precious-stone setting, you went there on the suggestion of a member attached to the board, Mr. Matteson, or did you go there on your own account?

Mr. KANTER. No; Mr. Chappelle sent me down there.

The CHAIRMAN. Some one connected with the Federal board?

Mr. KANTER. Yes, sir. He said, "Go down there and wait until the strike is over." I said, "That is reasonable, as long as I can learn something."

The CHAIRMAN. And you were there studying under their orders?

Mr. KANTER. Yes, sir; until Mr. Matteson came along.

The CHAIRMAN. And then after so many days——

Mr. KANTER (interposing.) About two weeks.

The CHAIRMAN (continuing). You were told that it would be discontinued?

Mr. KANTER. Yes, sir.

The CHAIRMAN. Were you given any reason why?

Mr. KANTER. No, sir; I have a letter stating that, if you wish to see it.

The CHAIRMAN. The committee would like to know that.

Mr. KANTER. That is from Dr. Mayman [handing letter to the chairman].

The CHAIRMAN. This is to the Federal Board for Vocational Education, 469 Fifth Avenue, New York City:

DEAR SIR: At the request of Mr. Irving Kanter, who is a student at this school, I beg to inform you that no notice to discontinue his training has been received by us or by him, as far as we know.

J. EDWARD MAYMAN.

Mr. KANTER. That is the head man in the educational line there at that school.

The CHAIRMAN. He says that there was no notice received.

Mr. KANTER. No, sir; I didn't receive any notice, but the Elks' Fund told me. And then I went up to see Mr. Benway and I showed him that letter and he says, "Your training was discontinued and I have sent you a letter." Which I didn't receive.

The CHAIRMAN. The confusion here is that you have been discontinued because of this letter without any notice from the board—you have no notice from the Vocational Board?

Mr. KANTER. No; but Mr. Benway told me personally——

Mr. ROBSION (interposing). That is from the educational institution.

The CHAIRMAN. From his school; yes.

Mr. KANTER. But Mr. Benway told me——

The CHAIRMAN (interposing). Who is Mr. Benway?

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Mr. KANTER. He is the head placement officer of the Vocational Board in New York.

The CHAIRMAN. And did he tell you that you had been discontinued?

Mr. KANTER. Yes, sir; and so did the Elks' Fund down stairs tell me that too. That is the very words they told me.

The CHAIRMAN. Well, if they told you that it was discontinued——

Mr. KANTER (interposing). I haven't received any pay yet. I haven't received a penny of pay.

The CHAIRMAN. If they told you it was discontinued, it would not be necessary for them to notify this institution, would it? You would tell them that.

Mr. KANTER. I don't really get you; sir.

The CHAIRMAN. This letter is from the school to the board stating that they had no notice of the orders to discontinue, but you told them that you had been discontinued, didn't you?

Mr. KANTER. No, sir.

The CHAIRMAN. Mr. Benway told you?

Mr. KANTER. Mr. Benway told me my training was discontinued. I have got to go back to the War Risk now. That is just the very words Mr. Benway told me. Mr. Chappelle told me, and I believe Mr. Clark told me too.

The CHAIRMAN. They did not give any reason why?

Mr. KANTER. No, sir; I have asked them the reason. I says, "Give me a letter stating that," and they wouldn't give me a letter of any kind.

Mr. TOWNER. This school that you went to, is that the Seward Park Rehabilitation School?

Mr. KANTER. Yes, sir.

Mr. TOWNER. That is under the control of the New York Board of Education?

Mr. KANTER. I believe it is; yes, sir.

Mr. TOWNER. And the Federal board is now using it for those who need schooling?

Mr. KANTER. Yes, sir.

Mr. TOWNER. Who need education of a general character and not of a vocational nature?

Mr. KANTER. Yes, sir.

Mr. TOWNER. And you say that your work there was satisfactory to you?

Mr. KANTER. Yes, sir; it was satisfactory to everybody.

Mr. TOWNER. And was it satisfactory to the head of the school?

Mr. KANTER. Yes, sir; his letter was approved—I will show you another letter. That is from the teacher [handing a letter to Mr. Towner].

Mr. TOWNER. This letter reads as follows:

MARCH 18, 1920.

To whom it may concern:

Mr. Kanter was a student in this school until March 2, when his training was discontinued. While here his record for effort, conduct, regularity of attendance, and punctuality was excellent. He showed an appreciation of the opportunity that the Government was offering him that was commendable. I can only add that given the opportunity again he will use it to the best advantage of both himself and the community.

Respectfully,

M. SCHWARZ BARTH, *Teacher.*

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And it is marked, "Approved March 18, Edward Mayman."

Mr. KANTER. He is the principal of the school.

Mr. TOWNER. So that this taking up of your general education where you left off at the fifth grade was entirely satisfactory both to yourself and to the teachers?

Mr. KANTER. Yes, sir.

Mr. TOWNER. And to the superintendent?

Mr. KANTER. Until the strike was over.

Mr. TOWNER. Well, you did not discontinue because the strike was over?

Mr. KANTER. The strike isn't over to this day.

Mr. TOWNER. Then you stopped your work in that school on the order of one of the officials of the vocational board?

Mr. KANTER. Yes, sir.

Mr. TOWNER. And you made at that time a protest against his action; that is, you told him you would rather go on with your schooling?

Mr. KANTER. Yes, sir; I told him that it suited me.

Mr. TOWNER. And what did he say when you made your protest against that?

Mr. KANTER. He says, "Nothing doing on an educational line."

Mr. TOWNER. Nothing doing on educational lines?

Mr. KANTER. Yes, sir; that was Mr. Chappelle. I have asked him 20 different times for it. I asked him why I ain't entitled to that little thing, and he says, "Nothing doing." Those are just the very words. He always says that.

Mr. TOWNER. And what did he want you to do?

Mr. KANTER. He wanted me to work in a pen factory, or go to Newark, N. J., and work in some jewelry place, and I told him I have got a widowed mother up home whom I would like to go up home and see every day. I was commuting from New York to Stanford every day—paying at the rate of $13 a month. My home is in Stanford.

Mr. TOWNER. Well, after you commenced your work in the school you really felt as if that was probably what you needed most of anything at that time?

Mr. KANTER. Yes, sir.

Mr. TOWNER. And you would have liked to continue it for some time?

Mr. KANTER. Yes, sir.

Mr. TOWNER. The other work that was offered to you did not appeal to you?

Mr. KANTER. Well, I don't believe I could accomplish anything. Now, if I went to work in a pen factory for three or four months I couldn't; and, then, when the strike was over, what would I learn? I could learn more in the educational line than I could learn in the pen factory. I tried to explain it to them people, but they wouldn't reason with me.

Mr. TOWNER. Did this man tell you any reason why there was "nothing doing," as he said, in the educational line?

Mr. KANTER. I don't know what the reason is to this day.

Mr. TOWNER. Did he give you any reason?

Mr. KANTER. No, sir; not Mr. Chappelle.

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Mr. TOWNER. I believe that is all.

Mr. DALLINGER. Mr. Kanter, will you tell the committee—in the first place, where were you injured?

Mr. KANTER. I received a double rupture, with flat feet; I testified to that.

Mr. DALLINGER. Will you tell the committee in detail what happened when you first went to the Vocational Board to apply for training?

Mr. KANTER. I was always treated pretty nicely for a little while. I haven't any kick—just a little while.

Mr. DALLINGER. You were treated courteously when you first called?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. You were kept waiting?

Mr. KANTER. Yes; I was kept waiting there every day. There is no question about that.

Mr. DALLINGER. Do you think you were kept waiting unnecessarily?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. You do?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. When you first went there?

Mr. KANTER. Yes, sir; but after a while I used to wait four or five hours. I remember I stood up seven hours one time, and when they walked out they laughed at me. That is just the very thing they did up there to me.

Mr. DALLINGER. I thought you just said you were treated very nicely.

Mr. KANTER. Yes; the first time I came up there.

Mr. DALLINGER. Will you tell the committee just what happened the first day you went there?

Mr. KANTER. I got examined and got my history taken the first day.

Mr. DALLINGER. How long did you have to wait before they took down the facts about your history?

Mr. KANTER. I really couldn't remember.

Mr. DALLINGER. Did you wait all morning?

Mr. KANTER. That is something I can't tell you.

Mr. DALLINGER. But you came back the next day and had your examination?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. What kind of an examination did this doctor of the Vocational Board give you?

Mr. KANTER. He undressed me and looked me over.

Mr. DALLINGER. Did he use a stethoscope to test your lungs?

Mr. KANTER. Yes, sir; he looked me over.

Mr. DALLINGER. Did he give you a pretty thorough examination?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. And what did he say to you after he had given you the examination?

Mr. KANTER. He didn't say very much. He says, "We will let you know by mail." That is about all.

Mr. DALLINGER. How long did you have to wait until you heard from it?

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Mr. KANTER. About four weeks; then I got section 3 training.

Mr. DALLINGER. That is all.

Mr. TOWNER. Dr. Fess, I meant to have asked him about—you stated in your examination in chief that you were sent to a hospital, I think, after your first examination, and had an operation performed?

Mr. KANTER. No; when I got out of the Army I waited around three or four months, and I went—no; I don't believe I did wait three or four months; about two months. Then I went up to the Red Cross. The Red Cross sent me up to the St. Francis Hospital, 140 Third Street, New York, and I was operated on for a double hernia.

Mr. TOWNER. What was this St. Francis Hospital? Was that a Government hospital?

Mr. KANTER. No; I believe the Red Cross paid for that.

Mr. TOWNER. Then it was private charity, almost, that gave you this operation?

Mr. KANTER. Yes, sir. The Red Cross sent all of them up there. There was quite a few other soldiers up there, I remember.

Mr. TOWNER. Was that before or after your discharge?

Mr. KANTER. That was after I was discharged.

Mr. TOWNER. Did you call the attention of the Vocational Board to your condition?

Mr. KANTER. No, sir; I never heard of the Vocational Board at that time.

Mr. TOWNER. You did not know there was such a thing in existence?

Mr. KANTER. No, sir.

Mr. TOWNER. You did not know that you were entitled to training?

Mr. KANTER. No, sir.

Mr. TOWNER. How long was that after you had been discharged from the Army?

Mr. KANTER. About three or four months.

Mr. DALLINGER. May I ask one or two questions right in line with that?

You were for some time in one of the hospitals here, I understand, in this country?

Mr. KANTER. In this country?

Mr. DALLINGER. Yes; before you were discharged from the Army?

The CHAIRMAN. He was not overseas.

Mr. DALLINGER. You were not overseas?

Mr. KANTER. No, sir.

Mr. DALLINGER. When did you first discover your injury?

Mr. KANTER. At Fort Tilden.

Mr. DALLINGER. When was that, approximately?

Mr. KANTER. Well, when I was in the service about 9 or 10 months.

Mr. DALLINGER. Can you give us the month and the year?

Mr. KANTER. No; I really could not. It was in 1918, I guess.

Mr. DALLINGER. Some time in 1918?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. That was when you first had this trouble?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. Now, did you go back to active service in the Army after that, or were you sick?

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Mr. KANTER. Well, I will tell you; I didn't feel nothing, and then after awhile I had a stinging pain; that is all. I kind of felt something around here, you know, that hurt me [indicating], but I always tried to get away from hard work after that, that I couldn't do any more.

Mr. DALLINGER. You went back into the service then and did what you were told to do?

Mr. KANTER. Yes; I have got my discharge that says that.

Mr. DALLINGER. And when you were discharged were you examined by the Army surgeon?

Mr. KANTER. Yes, sir; and they offered me an operation, and I told them I didn't care to be operated on by any common physician, and they made me sign some letter—I don't remember where it is—and therefore they give me my discharge.

Mr. DALLINGER. Now, while you were in the Army, nobody ever told you anything about this hernia?

Mr. KANTER. No, sir; I never knew I had hernia until the last day that I got my discharge. I never knew that I had hernia.

Mr. DALLINGER. When did you first make your application to the War Risk Insurance Bureau for compensation?

Mr. KANTER. Well, when I went to the Red Cross, about five or six weeks after. I went up to the Red Cross and told them that I had got a double rupture; then I started to feel it, you know, walking around.

Mr. DALLINGER. This was after you were discharged from the Army?

Mr. KANTER. Yes, sir; I went up to the Red Cross and they wanted to give me money and all like that, but I wouldn't accept that.

Mr. DALLINGER. Did they tell you anything about this provision that Congress had made for training the boys?

Mr. KANTER. No, sir; the Red Cross didn't tell me nothing.

Mr. DALLINGER. When did you first learn about it?

Mr. KANTER. Well, about two months before I got my check. I laid around home all summer—laid around all summer.

Mr. DALLINGER. And no agent of the Vocational Board ever called on you?

Mr. KANTER. No, sir; but I made a claim with the War Risk that I was looking for vocational training. Now, I believe they have got the application of that, that you can put into the War Risk Insurance and tell them that you want vocational training.

Mr. DALLINGER. You told the War Risk that you wanted vocational training?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. But you never heard anything from them?

Mr. KANTER. No, sir; I never heard nothing until I got my check, about three months ago, when I received a check.

Mr. DALLINGER. You mean the first check in the War Risk?

Mr. KANTER. Yes, sir.

Mr. DALLINGER. In what form did you hear then about your training?

Mr. KANTER. They told me this.

Mr. DALLINGER. Who told you?

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Mr. KANTER. That I was receiving compensation and I was entitled to vocational training—a little slip they have got in there—and therefore I tried to take advantage of it.

Mr. DALLINGER. Then you went to the New York office?

Mr. KANTER. Yes, sir.

Mr. VESTAL. At the time of your discharge from the service—I think I understood you to say that they examined you thoroughly?

Mr. KANTER. Yes, sir.

Mr. VESTAL. And they found the condition of this rupture?

Mr. KANTER. Yes, sir.

Mr. VESTAL. And offered you an operation?

Mr. KANTER. Yes, sir.

Mr. VESTAL. And you would not take the operation? You were like a lot of boys, you were anxious to get out of the service, and afraid you would be held up?

Mr. KANTER. Yes, sir.

Mr. VESTAL. Now, then, after a while, when you found out about this hernia, did you ask or make any application then to go back to a hospital to be operated on—that is a Government hospital?

Mr. KANTER. Now, the war-risk insurance right here in Green Point wanted to operate on me, but I would not let them.

Mr. VESTAL. Then the fact is, it is not the fault of the Government that you were not operated on free of charge in some Government hospital?

Mr. KANTER. No; I am not saying anything about that.

Mr. VESTAL. That is what I wanted to bring out.

Mr. KANTER. No, sir; not at all. I don't say anything about that. I am not saying anything about the Government. I was just leary of Army doctors, that is all, because I had been in there, and I have seen a lot of them.

Mr. VESTAL. Now, one other question. I think I understood you to say that when you talked to Mr. Chappelle he told you that your schooling was discontinued.

Mr. KANTER. No, Mr. Chappelle and Mr. Benway—Mr. Benway is the man. He is the man who told me that.

Mr. VESTAL. You told them that if you could not go down there, you would like to go in a pawn shop or some place there in New York, so that you could learn something about this diamond setting?

Mr. KANTER. No, about precious stones, appraising, their setting or anything like that, in that line.

Mr. VESTAL. Did they tell you: "No, you will have to go over here to Newark?"

Mr. KANTER. Yes, sir; I would have to go to Newark.

Mr. VESTAL. Or there was nothing doing?

Mr. KANTER. Yes, sir; that is the very words.

Mr. VESTAL. They fixed the place for you?

Mr. KANTER. And on the paper it said: "You will get straight jewelry work, nothing else but straight jewelry work."

Mr. VESTAL. You would have been satisfied even though they discontinued your schooling, if they had put you into some shop where you could have learned about precious stones?

Mr. KANTER. Well, no; I would not have liked to go into a shop.

Mr. VESTAL. But you would rather have done that than to have done nothing?

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Mr. KANTER. Now, I really wouldn't want to go to a shop.

Mr. VESTAL. What did you want to do?

Mr. KANTER. Setting precious stones is no shop, sir. It is no shop.

Mr. VESTAL. Well, I understand that. But I understand that there was a strike on, and that you couldn't do that?

Mr. KANTER. Yes, sir; but I was willing to go to a school and take up a little English.

Mr. VESTAL. I understand that. Now then, they discontinued your schooling?

Mr. KANTER. Yes, sir.

Mr. VESTAL. Did you tell them that you would like to go into a pawnshop?

Mr. KANTER. I told them that before they discontinued my schooling. I have told them that before, and they wouldn't reason with me no way, and wanted to put me in a pen factory or make a shoemaker of me.

Mr. VESTAL. You are willing and anxious now to go back into this school?

Mr. KANTER. Yes, sir.

Mr. VESTAL. And stay in a school until the strike is over?

Mr. KANTER. Yes, sir.

Mr. VESTAL. You would like to do that?

Mr. KANTER. Yes, sir.

Mr. VESTAL. You would like to be reinstated and get back?

Mr. KANTER. Yes, sir; I would like to get my money back. I haven't received a cent since February 29.

Mr. NELSON. Right on the point on which Mr. Vestal was questioning you: Now, could you have gotten the kind of training you first applied for by going over to Newark?

Mr. KANTER. No; they tried—I will tell you—Mr. Gibbs, at Newark, certainly tried for me. There is no question about that. I will tell the truth about that; he certainly tried to get me what I wanted; but it was just a matter of waste of time to go over to the shop and stay there two months, and I wouldn't learn anything, whereas if they would send me to school I would learn something in two months which I needed.

Mr. NELSON. I understood you to say that you applied for training as a setter of precious stones or a cutter, in New York, but you couldn't get it there owing to the fact that a strike was in progress; but a while ago I understood you to say that when your training was discontinued—when your schooling was discontinued—that it was suggested to you that you go over to Newark and go into a jewelry store there—and could you have gotten the training that you wanted if you had gone over there?

Mr. KANTER. I don't believe I could; and yet I wanted to go home every day. I wanted to commute home to see my mother.

Mr. NELSON. The point I am trying to get is, if you had gone over there, regardless of whether you wanted to be in New York or not, could you, by going over to Newark, have gotten this training?

Mr. KANTER. No, sir; I could not have got diamond setting; I could have got jewelry work or something like that, which would take me away out of my home.

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Mr. NELSON. Regardless of that, could you have gotten the training you wanted? Just suppose you had just as soon have been in Newark as in New York City, could you have gotten the training?

Mr. KANTER. No, sir; I would rather be in New York.

Mr. NELSON. It is not a question of where you would rather be; could you have gotten the training over there?

Mr. KANTER. I don't know whether I could or not.

Mr. NELSON. Well, that answers the question.

Mr. KANTER. They fooled around with me about six days up there, and made me ride back and forth all the time.

Mr. ROBSION. What is your age?

Mr. KANTER. Thirty-two and a half.

Mr. ROBSION. What did you follow before you went into the service?

Mr. KANTER. Well, I used to work for all the different newspapers. The way I am handicapped just now I can't do that kind of work.

Mr. ROBSION. What work did you do for the newspapers?

Mr. KANTER. Well, I used to tie up newspapers and carry them on my shoulder, and carry them five or six blocks, and all like that.

Mr. ROBSION. And you tell the committee that you can not do that work now?

Mr. KANTER. No, sir.

Mr. ROBSION. Can you do any work that requires physical effort or much manual labor?

Mr. KANTER. No, sir; I went up to a pen shop—they put me into a pen shop—the reason they put me in there was I needed some money; I had to take anything I could get hold of to get some money, and they put me into the pen shop, and there is my hand right there with the callouses on that I got there [showing]. I had to work with a machine standing up, and I can't stand up. I will show you a place there I have got on my ankle [showing]. I can't stand with these, and I had to work with my hand and foot at the same time.

Mr. ROBSION. Did you get that injury in the service?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And your feet and hands were all right before?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And they were all right before?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And you didn't have this hernia before you went into the Army?

Mr. KANTER. No, sir; I don't believe that they would have let me in the service if I had the hernia. I enlisted in 1917.

Mr. ROBSION. Now, the War Risk Bureau advised you that you were entitled to vocational training under section 2?

Mr. KANTER. No; they didn't give me no section. They didn't tell me anything about no section.

Mr. ROBSION. They advised you that you were entitled to vocational training?

Mr. KANTER. Yes, sir.

Mr. ROBSION. Then you came to Washington?

Mr. KANTER. No; I did not. I appealed to the Vocational Board in New York and they gave me section 3.

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Mr. ROBSION. Yes; but I say you came to see your Congressman, Mr. Merritt?

Mr. KANTER. Yes, sir; and they wanted to give me such training——

Mr. ROBSION (interposing). And he went down to the board with you, here in Washington?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And the board's doctor examined you?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And they gave you a letter which you read here to the New York office, to put you in training under section 2?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And since then they have discontinued your training?

Mr. KANTER. No, sir; I have been down there about 24 or 25 days—something like that.

Mr. ROBSION. Haven't they discontinued it; haven't they stopped it?

Mr. KANTER. Yes, sir; I would like to know the reason why.

Mr. ROBSION. I say, they have stopped it?

Mr. KANTER. Yes, sir.

Mr. ROBSION. Now, have they stopped you going to that school, or have they stopped your training under section 2?

Mr. KANTER. Well, I will tell you. I goes down there, and one man tells me one thing and another man tells me another thing; the other man tells me this, and I don't know where I am at half the time.

Mr. ROBSION. Now, tell us some of the different things they have told you.

Mr. KANTER. One man says: "You are on the pay roll." Another man says: "You are off the pay roll." Then another man says: "You are not in training now." And I says: "If I am walking around now, send me down to school."

Mr. ROBSION. How long has it been since you have been at the school you speak of?

Mr. KANTER. It was March 2; my training was discontinued the 29th of February—February 2. I went to school until February 2.

Mr. ROBSION. You mean March 2, don't you?

Mr. KANTER. Yes, sir; March 2; February 29 until March 2, and I didn't know my training was discontinued until the checks arrived.

Mr. ROBSION. You started into that school in January, didn't you?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And continued in this school until the 2d of March?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And you haven't been to school since the 2d of March?

Mr. KANTER. No, sir; only in the pen shop, that is all—the Wizard fountain pen.

Mr. ROBSION. But you haven't been at that school since the 2d of March, have you?

Mr. KANTER. No, sir. I have been around there.

Mr. ROBSION. I mean taking training?

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Mr. KANTER. No, sir.

Mr. ROBSION. And the vocational board in New York stopped your going to that school?

Mr. KANTER. Yes, sir.

Mr. ROBSION. And you wanted to go on?

Mr. KANTER. Yes; I did.

Mr. ROBSION. And you are still willing to go on?

Mr. KANTER. Yes, sir; I am, until this strike is over.

Mr. ROBSION. And what is this fountain pen job you are talking about?

Mr. KANTER. Well, I was making threads on the inside of the pen. I went there one day, that was about seven or eight days ago, and there is the outcome of it [showing hands]. Pushing them in and pulling them out about pulls the hands off of you, and you have to stand up all day, and I can't stand up.

Mr. ROBSION. Did you get that job yourself, or did the vocational board get it for you?

Mr. KANTER. The vocational board got it.

Mr. ROBSION. Now, you don't consider that you are taking training there, do you?

Mr. KANTER. I don't know what I am taking half the time up there.

Mr. ROBSION. Did anybody advise you to take this pen work for training?

Mr. KANTER. Mr. Chappelle advised me. He says: "It is a very good idea for you to go down and take it." I says, "Mr. Chappelle, I will take anything now. I haven't any money and I have got to take it."

Mr. ROBSION. Well, do you get pay at that shop?

Mr. KANTER. Well, I don't know. I got 84 cents for about three days.

Mr. ROBSION. You workd by the piece—piecework?

Mr. KANTER. I don't know; I think it is by the hour.

Mr. ROBSION. By the hour?

Mr. KANTER. Yes, sir.

Mr. ROBSION. How much an hour did you get?

Mr. KANTER. I don't know; I know I received 84 cents there for about three days.

Mr. ROBSION. And what time did you begin in the morning and what time did you quit?

Mr. KANTER. Well, I didn't work there regularly, because I had to go and get my teeth fixed. I have two fillings here.

Mr. ROBSION. And you got 84 cents?

Mr. KANTEG. Yes, sir; for three days.

Mr. ROBSION. Who paid you that?

Mr. KANTER. The firm—the Wizard Fountain Pen Co.

Mr. ROBSION. Are there other soldiers working there at that factory?

Mr. KANTER. There were about three of them working, but they all quit.

Mr. ROBSION. What were they getting?

Mr. KANTER. The same thing as I got, I believe.

Mr. ROBSION. Haven't you some idea as to how much an hour you were getting?

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Mr. KANTER. No, sir; I didn't pay any attention to it.
Mr. ROBSION. Who arranged for you soldiers to work at that shop?
Mr. KANTER. Well, I don't know. I guess it was Mr. Chappelle, the advisor up there.
Mr. ROBSION. The New York board?
Mr. KANTER. Yes, sir.
Mr. ROBSION. They put you boys to work in this shop.
Mr. KANTER. Well, some of us. And they have got another fountain-pen place; I don't know where it is.
Mr. ROBSION. Where they put other fellows to work?
Mr. KANTER. Yes, sir; I believe so.
Mr. ROBSION. Now, about how many hours did you work?
Mr. KANTER. I worked about 28 hours.
Mr. ROBSION. And you got 84 cents?
Mr. KANTER. Eighty-four cents; yes, sir.
Mr. ROBSION. That is 3 cents an hour?
Mr. KANTER. I don't know what it amounts to; it was 27 hours, I believe. We figured it out up there. They says, "You only worked 27 hours," and I says, "Well, I had to go over to New York."
Mr. ROBSION. How long after you worked was it until you got that 84 cents?
Mr. KANTER. I got it on Saturday, I believe.
Mr. ROBSION. When did you work those three days and get 84 cents?
Mr. KANTER. I didn't work all that day.
Mr. ROBSION. When was it?
Mr. KANTER. It was from about Thursday until Saturady.
Mr. ROBSION. What time in the month?
Mr. KANTER. What time in the month? It was about the 11th of the month—no; it was the 17th of the month. I started on St. Patrick's Day; I remember that.
Mr. ROBSION. The 17th of March, 1920?
Mr. KANTER. Yes, sir.
Mr. ROBSION. And you worked three days. Now, since you worked the three days what have you been doing?
Mr. KANTER. Nothing at all—what was I doing? I was working.
Mr. ROBSION. After those three days were over what did you do?
Mr. KANTER. They told me they were trying to get a pawnbroker place for me; and I ain't got one yet.
Mr. ROBSION. Did you quit there?
Mr. KANTER. No; I will tell you how it happened; I came in five minutes late, and the man says, "We don't want you men like that to come in here late."
Mr. ROBSION. And they fired you then?
Mr. KANTER. They fired me; yes, sir.
Mr. ROBSION. Because you came in five minutes late?
Mr. KANTER. I really didn't care for that place, anyway. [Laughter.]
Mr. ROBSION. And since then you have not been doing anything?
Mr. KANTER. No, sir.
Mr. ROBSION. You haven't been going to school or taking training anywhere, and had had the promise all along, if I have understood you, to get into a pawnshop?

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Mr. KANTER. That is about all they are doing—promising.

Mr. ROBSION. Have you ever collected the $80 a month at any time?

Mr. KANTER. Yes, sir; $110 I have collected for about a month and a few days.

Mr. ROBSION. When did you get your last vocational training?

Mr. KANTER. On the 29th of February.

Mr. ROBSION. Now, have you received any check from the Vocational Board or the War Risk?

Mr. KANTER. I received my back compensation from the War Risk.

Mr. ROBSION. That was before you took the training?

Mr. KANTER. Yes, sir.

Mr. ROBSION. But since the 29th of February have you received any check for pay since the date that that 29th day of February check was paid you?

Mr. KANTER. I was awarded $41 a month for 13 months. I received that.

Mr. ROBSION. I understand that; but that was to date back of the date you were taking the training, wasn't it?

Mr. KANTER. No; that was before.

Mr. ROBSION. Well, I say, the compensation, the check that you got from the War Risk, was to pay you compensation back of the time that you were taking the vocational training, but now for the time since the 1st of February, have you received any check for that, except this 29th of February check?

Mr. KANTER. No, sir.

Mr. ROBSION. Do you understand that you are taken off the pay roll of the vocational board?

Mr. KANTER. Well, that is what I understood them to tell me up there. Another man tells me I ain't, and I don't know what they are going to do with me. I have tried to reason with them, and all like that, and they won't treat with me. They call me all kinds of names.

Mr. ROBSION. Tell us some of the names they call you.

Mr. KANTER. Well, Mr. Marks told me that last night, and told me that a week ago, that it was either Mr. Benway—I just don't remember who it was—that called me a skunk up there, yesterday.

Mr. ROBSION. Who did that?

Mr. KANTER. Mr. Benway or Mr. Clark. Now, that is what Mr. Marks says. He is the representative of the Seward Park School, the president of the Seward Park School.

Mr. ROBSION. These men are of the vocational board, are they?

Mr. KANTER. Yes, sir.

Mr. ROBSION. Mr. Clark and who else?

Mr. KANTER. Mr. Benway. Now, I don't know whether either one of them——

Mr. ROBSION. Did they say that to you?

Mr. KANTER. No, sir; but he told me that they said it.

Mr. ROBSION. Who told you?

Mr. KANTER. Mr. Marks.

Mr. ROBSION. And he is head of this school where you were attending?

Mr. KANTER. Yes, sir.

Mr. ROBSION. Now, what did he say that they said about you?

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Mr. KANTER. Just what I said before—that I was a skunk.
Mr. ROBSION. That you were a skunk?
Mr. KANTER. Yes, sir.
Mr. VESTAL. Mr. Chairman, that is really not competent testimony.
The CHAIRMAN. It will not be if anyone objects.
Mr. VESTAL. That is hearsay evidence.
Mr. KANTER. And he told me that, and he would say that down here. I think he is summoned here next Monday.
Mr. ROBSION. Of course you understand that the purpose of that is to find out who can give the testimony. And you say that Mr. Marks is summoned for next Monday?
Mr. KANTER. Yes, sir. I met him last night.
Mr. ROBSION. Now, what caused Mr. Marks to tell you that these men had called you a skunk?
Mr. KANTER. He has been up there trying to fix my case up a thousand times, trying to get me back in Seward Park, and there is no possible chance. They just tell him, "No; there is no chance of his going back there."
Mr. ROBSION. In what connection did they call you a skunk?
Mr. KANTER. He said, "They don't like you up there, Kanter. One of those fellows up there called you a skunk." I said, "I don't know why. I never done them any harm."
Mr. ROBSION. You say they called you names. Is there any other name that they have called you?
Mr. KANTER. No; I don't remember any other name. That is the only name. I don't remember whether he said Mr. Clark or Mr. Benway. Now, that is up to Mr. Marks, but that is what Mr. Marks told me, and I can't swear to it but that is what he told me.
Mr. ROBSION. Were you working for the New York papers before you got into the Army?
Mr. KANTER. Yes; I worked for the New York Telegraph; I worked for the Globe, and Mail, and all those papers.
Mr. ROBSION. What money did you make?
Mr. KANTER. I averaged $40 a week easy, besides my outside line. There is a man that will tell you—Mr. Littledale will tell you what the newspaper business is.
Mr. ROBSION. And you feel that you can't get along in the world and make your living unless you have this vocational training?
Mr. KANTER. Yes, sir. I remember Mr. Chappelle and Mr. Benway telling me two different days, "Kanter, why don't you try something else? Why don't you just sign an agreement that you won't take vocational training? You can go out and make a living." Those are the very words they both told me two different times.
Mr. ROBSION. That is all.
The CHAIRMAN. Mr. Kanter, you live in New York City?
Mr. KANTER. Well, no, sir; I live in Connecticut.
The CHAIRMAN. At Stamford?
Mr. KANTER. Yes, sir.
The CHAIRMAN. Are you married?
Mr. KANTER. No, sir.
The CHAIRMAN. Is there anyone dependent upon you?
Mr. KANTER. No, sir.
Mr. VESTAL. What was that question, Mr. Chairman? I did not get your question.

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The CHAIRMAN. If he had any dependents; anyone dependent upon him?

Mr. VESTAL. And what was your answer?

Mr. KANTER. No, sir.

The CHAIRMAN. You may be excused.

We will call Mr. Braham.

STATEMENT OF MR. W. W. BRAHAM, 1739 P STREET, WASHINGTON, D. C.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Braham, give your name and present address to the stenographer.

Mr. BRAHAM. W. W. Braham, 1739 P Street NW., Washington, D. C.

The CHAIRMAN. Where are you just now?

Mr. BRAHAM. Where am I working?

The CHAIRMAN. Yes.

Mr. BRAHAM. I am an employee of the Federal board at Walter Reed Hospital.

Might I just now, Mr. Chairman, state how I happened to be summoned to the committee?

The CHAIRMAN. Well, you may, in order to qualify. It may be that we will not want to hear you just at this time.

Mr. BRAHAM. That is the reason I want to make the statement. I have known Dr. Henry Temple, who is our Representative in Congress from western Pennsylvania. I have seen these Littledale articles in the New York Evening Post, and I thought some of them were hardly founded on fact, at least those portions of articles that reflected upon or were connected with the work in the hospitals, and I wrote a note to Dr. Temple. I told him that if it came in the line of his duty I would be glad to give him the benefit of my experience in the hospital. I don't know so much about the placement work of which the gentleman spoke this morning, or the training section, but I do know the hospital work pretty well, I think, and I know Walter Reed Hospital.

The CHAIRMAN. Now, Mr. Braham, Dr. Temple spoke to me, stating that a friend of his out in Walter Reed Hospital could throw some light, he thought, upon the matter we were investigating; but if you are identified with the board, I don't think we want to hear you now, until we have the evidence of the other side all in.

Mr. BRAHAM. Yes, sir; that is the reason I asked to make that statement. I was not clear about it.

The CHAIRMAN. Well, I think that would be the proper thing, so we will not hear you at this time, but will call for you later.

Is Mr. Friedman here? (There was no response.)

Gentlemen, I think we have heard, then, all that were to appear to-day, except Maj. Henderson. He was asked to come.

The committee will stand adjourned until 10 o'clock to-morrow morning.

Mr. BRAND. Mr. Chairman, you have no witnesses here for to-morrow morning?

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The CHAIRMAN. Well, there are three witnesses that have been designated as material witnesses and they have been subpœnaed, so they evidently will be here to-morrow.

Mr. DALLINGER. May I ask if Mr. Friedman was subpœnaed?

The CHAIRMAN. Yes; but not until Thursday. But some one, I thought Mr. Friedman, spoke to me to-day stating that he was here; that is the reason I called for him; but he is summoned for Thursday. Col. Miller, of the American Legion, will appear to-morrow afternoon.

The committee will stand adjourned until 10 o'clock to-morrow morning.

(Whereupon, at 4.30 o'clock p. m., the committee adjourned until 10 o'clock a. m., Wednesday, April 7, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Wednesday, April 7, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

STATEMENT OF MR. HENRY KATZEN, 57 LILLIE STREET, NEWARK, N. J.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Give your full name to the stenographer and also your present address.

Mr. KATZEN. My name is Henry Katzen, 57 Lillie Street, Newark, N. J.

The CHAIRMAN. Were you in the overseas service?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. When did you go over?

Mr. KATZEN. I started out April 6, 1918.

The CHAIRMAN. When did you return?

Mr. KATZEN. I returned on the 3d of March, 1919.

The CHAIRMAN. Were you wounded?

Mr. KATZEN. No, sir; I was not wounded, but I had trouble with my heart and coughing.

The CHAIRMAN. You were discharged on what date?

Mr. KATZEN. I was discharged on April 13, 1919.

The CHAIRMAN. Just a little more than a year?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. What was your disability, your disability rating when you were discharged?

Mr. KATZEN. There was no disability rating on my discharge.

The CHAIRMAN. Are you getting any compensation from the war-risk insurance?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. What is it?

Mr. KATZEN. $90 a month before I got training, and I am getting $115.

The CHAIRMAN. What I mean is from the war-risk insurance alone you get $90 a month?

Mr. KATZEN. $90 and the Federal board has put the rest up of the $115.

The CHAIRMAN. When did you apply for training?

Mr. KATZEN. In France when the Red Cross captain came around and he took down my name.

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The CHAIRMAN. You may proceed to tell the committee in your own way your experience in your vocational training?

Mr. BRAND. Do you mean in France?

The CHAIRMAN. Wherever he attempted to get vocational training.

Mr. KATZEN. The Red Cross representatives explained to us in the hospitals in France. They explained to us what they were going to do when we were discharged so as to fit us for civil occupations. They knew the physical handicaps we had and would put us in positions. After I was discharged I received a letter from the Red Cross and I made out the application for the Federal board's representative.

Mr. BRAND. That was in France?

Mr. KATZEN. No; that was here. But the Red Cross representatives explained to us in France about the Federal board.

Mr. BRAND. Your application was made after you came over here?

Mr. KATZEN. Yes, sir; after I was discharged. From that time on I received letters right along from the Federal board and I had to come up for one examination after another and after the examination they said within a week I am going to get training and this week and a few weeks have passed and I have been down again and again.

The CHAIRMAN. Do you remember the date that you appeared the first time?

Mr. KATZEN. The first time must have been in May, I think.

The CHAIRMAN. May, 1919?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. What was told you when you appeared the first time?

Mr. KATZEN. When I appeared the first time they said that they approved it and that I am going to hear from them in a week or so or two weeks.

The CHAIRMAN. Then how long did you wait?

Mr. KATZEN. I waited about five or six weeks the first time.

The CHAIRMAN. That would take it up to July?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. Did you then come back?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. What was your experience the second time?

Mr. KATZEN. That second time. The second time I think I went down to the War Risk Insurance, and they sent me away to the country.

The CHAIRMAN. What do you mean by sending you away to the country?

Mr. KATZEN. They sent me away to a country place—the War Risk Insurance.

The CHAIRMAN. What for?

Mr. KATZEN. Bronchitis.

The CHAIRMAN. Were you under a physician at that time?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. How long did you stay?

Mr. KATZEN. I stayed three weeks.

The CHAIRMAN. Then where did you go?

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Mr. KATZEN. I came back, and I got a letter to appear before the Vocational Board again for examination.

The CHAIRMAN. That is the board at New York?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. What did that letter say?

Mr. KATZEN. That letter said to appear for examination. I appeared again for examination, and they say, you will hear from us in two weeks. I am going to hear from them in a few weeks—from the Federal board.

The CHAIRMAN. Did you appear for examination?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. That was about what time?

Mr. KATZEN. That was in September.

The CHAIRMAN. Did you take the examination?

Mr. KATZEN. Yes, sir. The physical examination by the doctors out there, and they made examinations right along every three or four weeks on an average.

The CHAIRMAN. Then what did you do after that examination?

Mr. KATZEN. I asked them whether I am going to get the training. They said they are sending it to Washington.

The CHAIRMAN. Sending a letter to Washington?

Mr. KATZEN. They approved it here, and sent it to Washington for approval. As soon as they heard from that they say they are going to notify me and that it is coming back in a week or 10 days, every time.

The CHAIRMAN. That was in September?

Mr. KATZEN. They told me that right along, in May, July, and September.

The CHAIRMAN. They sent the papers to Washington after your examination in September?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. Then what happened?

Mr. KATZEN. I waited about four or five weeks again.

The CHAIRMAN. That would carry it into October?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. Then what did you do?

Mr. KATZEN. I went to the Federal board and asked them what was the matter.

The CHAIRMAN. What did they say?

Mr. KATZEN. They said you will get it next week. I waited a few more weeks and I went to the Federal board again.

The CHAIRMAN. When was that?

Mr. KATZEN. That was in October or November.

The CHAIRMAN. Then what happened when you went that time?

Mr. KATZEN. They told me the same thing, so I went down to the Red Cross and told them all about it.

The CHAIRMAN. What month was it that you went to the Red Cross?

Mr. KATZEN. The Red Cross representative wanted to know how I am getting along with the Federal board and every time I went down to the Federal board I came back and told the Red Cross representative how I made out and told them just what they told me up there.

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The CHAIRMAN. Then what did they do?

Mr. KATZEN. When I didn't hear from them I went down to the Red Cross.

The CHAIRMAN. What did the Red Cross do?

Mr. KATZEN. Telephoned to the Federal board.

The CHAIRMAN. What was the result of that?

Mr. KATZEN. The result was they told the Red Cross representative the same thing they were going to tell me in a week.

The CHAIRMAN. From Washington?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. Then after your interview with the Red Cross and the telephoning when next did you hear from the board?

Mr. KATZEN. I did not hear from them very often afterwards, but I went down myself ; the Red Cross advised me to go down.

The CHAIRMAN. What month was this?

Mr. KATZEN. It was during the month.

The CHAIRMAN. I mean this particular time when you were at the Red Cross?

Mr. KATZEN. I kept going back and forth.

The CHAIRMAN. That would bring it some time about December?

Mr. KATZEN. It was October, the same thing and in November and December.

The CHAIRMAN. What are you doing now?

Mr. KATZEN. I am in training.

The CHAIRMAN. When did you get in?

Mr. KATZEN. The 1st of December.

The CHAIRMAN. What are you doing?

Mr. KATZEN. Newark Technical High School.

The CHAIRMAN. Is this on High Street?

Mr. KATZEN. Yes, sir.

The CHAIRMAN. What is the name of that school?

Mr. KATZEN. Newark Technical School.

The CHAIRMAN. What was your treatment by the officials of the board when you went to them these various times?

Mr. KATZEN. I am taking treatment for the throat.

The CHAIRMAN. I do not mean that. Were they courteous?

Mr. KATZEN. They were sometimes, and sometimes they were not.

The CHAIRMAN. Were there a great many people in when you were there?

Mr. KATZEN. Yes, sir; it was jammed.

The CHAIRMAN. Every time?

Mr. KATZEN. Every time it was a lot of people and there was a lot of argument.

The CHAIRMAN. Were the arguments where you could hear them?

Mr. KATZEN. Yes, sir; I could hear them and the men themselves were talking and they were reading letters and so on and newspapers, and many times I had doctors that did not treat me good, but gave me medicines, and at other times they treat me very good. Every time I had a new doctor.

The CHAIRMAN. What was the kind of training you wanted? What did you ask for?

Mr. KATZEN. I asked them what they should find for me; what I could fit myself for.

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The CHAIRMAN. What did they put you in?
Mr. KATZEN. For drawing.
The CHAIRMAN. For drawing. Are you satisfied with that?
Mr. KATZEN. In a way; yes.
The CHAIRMAN. How long have you been at it; since December?
Mr. KATZEN. Since December; over four months.
The CHAIRMAN. You are still in training?
Mr. KATZEN. Yes, sir.
The CHAIRMAN. Is it Section 2? Do you get compensation?
Mr. KATZEN. I think it is.
The CHAIRMAN. How much are you getting?
Mr. KATZEN. I am getting $115.
The CHAIRMAN. All told?
Mr. KATZEN. Yes, sir.
The CHAIRMAN. Are you married?
Mr. KATZEN. Yes, sir.
The CHAIRMAN. Do you live in Newark?
Mr. KATZEN. Yes, sir.
The CHAIRMAN. Have you any children?
Mr. KATZEN. I have a child.
The CHAIRMAN. Have you any complaint other than what appears to be the delay in your getting in; any complaint against the board?
Mr. KATZEN. Well, it was a big delay.
The CHAIRMAN. Outside of that delay?
Mr. KATZEN. Outside of that delay, I do not make any complaints; I am satisfied now, in a way.
The CHAIRMAN. You are a citizen of the United States?
Mr. KATZEN. Yes, sir.
The CHAIRMAN. Did you enlist or were you drafted?
Mr. KATZEN. I was drafted. I had a disability discharge about 12 years ago from the United States Army and I was trying for enlistment but could not enlist as I had a disability discharge of 12 years ago, so I was drafted.
The CHAIRMAN. Did you try to enlist?
Mr. KATZEN. Yes, sir.
The CHAIRMAN. That is not a dishonor because you were drafted. I just wanted to know.
Mr. KATZEN. Yes, sir; that is right.
Mr. TOWNER. You said that when you visited this New York office, that office was jammed with the soldiers?
Mr. KATZEN. Yes, sir.
Mr. TOWNER. So that there was more or less confusion?
Mr. KATZEN. Yes, sir.
Mr. TOWNER. And complaint?
Mr. KATZEN. Complaints.
Mr. TOWNER. And the boys would sometimes become indignant because they were required to stay so long?
Mr. KATZEN. The boys behaved themselves patiently but it looked as if the whole board and the employees were looking at them as a bunch of beggars. That is how it appeared to me.
Mr. TOWNER. Then it was not only because they had to wait but because of the attitude of the people who were there, toward you?
Mr. KATZEN. Not all of them. Some of them were very kind and tried to do their best, and some of them were laughing, especially

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the girls out in the office where you had to go through and let them take down the history; and sometimes the girls would laugh.

Mr. TOWNER. Those girls were assigned to the duty of taking down the history of the soldiers?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. And sometimes, you say, they would make fun of the soldiers because of their answers?

Mr. KATZEN. They did not make fun of the soldiers, but would talk to one another and laugh, and one thing and another and read the histories, and a lot of them did not feel good about it. I did not feel well myself about it.

Mr. TOWNER. That is what the boys thought these girls were doing, making fun of them, laughing, and referring to their answers?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. What was the reason that they gave you these repeated physical examinations before the doctors so many times?

Mr. KATZEN. I could not tell you, sir.

The CHAIRMAN. They did that to establish your status. That is, they decided sometime ago that you are entitled to Section 2 training?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. And that you are entitled to receive $115 a month?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. And commenced paying you that amount?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. I do not know why they kept examining and reexamining; what was the reason for it?

Mr. KATZEN. I asked them right along what was the reason for it, and they said they have to send it to Washington to the case board, and told me to apply to some Senator or Representative; that they could hurry them up in Washington.

Mr. TOWNER. You have been discharged from the Army?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. Therefore, you did not have anything to do with the War Risk Bureau because you had been given your assignment for training with the Federal Board. Was that correct?

Mr. KATZEN. Well, I received a check from the War Risk.

Mr. TOWNER. I understand that, before you were getting it under the Federal Vocational Board. How was it after you were discharged?

Mr. KATZEN. No, sir; this check was sent to me direct to the house from the War Risk in Washington. It was not given to me by the Vocational Board.

Mr. TOWNER. You did not get your compensation or the money you now receive? Is that given under the status or place the board fixed—the Vocational Board—or which the War Risk Bureau fixed?

Mr. KATZEN. I understand that the War Risk Insurance sends in the $90 a month, and they put $25 more to it—the Federal Board—and that makes it $115 that I get from the Vocational Board.

Mr. TOWNER. You say that sometimes these officers would treat you kindly and sometimes not very kindly? I presume you were sent to different physicians, were you?

Mr. KATZEN. Yes, sir; every time to a different physician.

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Mr. TOWNER. Every time it was a different physician?
Mr. KATZEN. Yes, sir.
Mr. TOWNER. Can you give the committee any idea as to how many times you were examined?
Mr. KATZEN. Well, I can not say exactly.
Mr. TOWNER. Just give your best recollection.
Mr. KATZEN. Approximately eight or nine times; that is, by the Federal board alone.
Mr. TOWNER. You have now been assigned for training to this Newark Technical School?
Mr. KATZEN. Yes, sir.
Mr. TOWNER. You are taking a course in mechanical training?
Mr. KATZEN. I am taking a course in mechanical drawing.
Mr. TOWNER. It is mechanical drawing.
Mr. KATZEN. Yes, sir; structural, etc.
Mr. TOWNER. Are you making fair progress in that work?
Mr. KATZEN. Well, not so fast. I am making some progress; I do not know how fast I am going.
Mr. TOWNER. You could not, owing to your physical condition, take any manual labor?
Mr. KATZEN. Since my discharge I was trying to work at Edison's phonograph records, and I got through; and I could not keep it up.
Mr. TOWNER. So that you will have to do something of this character if you keep your health, something like drawing; some work of that sort?
Mr. KATZEN. Yes, sir.
Mr. TOWNER. At present, then, you are satisfied with your work and your place.
Mr. KATZEN. In a way; yes, sir.
The CHAIRMAN. How long do they tell you it will take to complete the course?
Mr. KATZEN. They did not tell me anything about it. I can not remember being told anything about it.
Mr. TOWNER (presiding). That is all.
Mr. BRAND. What schooling did you have before you went into the war?
Mr. KATZEN. I had very little schooling in this country.
Mr. BRAND. Where were you born?
Mr. KATZEN. Russia.
Mr. BRAND. How much did you have there?
Mr. KATZEN. I went as far as college.
Mr. BRAND. Were you afflicted with the same trouble that you were discharged from the Army several years ago as you are now?
Mr. KATZEN. No, sir; I was discharged for flat feet about 12 years ago.
Mr. BRAND. How is it they happened to take you into this service under the draft?
Mr. KATZEN. I do not know.
Mr. BRAND. Were you married then?
Mr. KATZEN. Yes, sir; I was married.
Mr. BRAND. Was the child born then?
Mr. KATZEN. No, sir.
Mr. BRAND. You had flat feet and you were married at that time?

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Mr. KATZEN. Yes, sir.
Mr. TOWNER. Did you have an income?
Mr. KATZEN. I had a store.
Mr. BRAND. Then, your wife was not dependent upon you?
Mr. KATZEN. I had a store, but after I went away to the Army my wife could not attend to the store.
Mr. BRAND. I was wondering how they got you into the Army after you had flat feet and had a wife depending upon you?
Mr. KATZEN. I had a disability 12 years ago. I am wondering myself, but during the war I got married, and, as I said, I was discharged for disability.
Mr. BRAND. I do not see how they put you into the service at all after your disability discharge, especially when you were married?
Mr. KATZEN. Yes, sir.
Mr. BRAND. When did you first get any pay or compensation?
Mr. KATZEN. That was in October.
Mr. BRAND. You have no complaints, then, about your pay, either from the War Risk Insurance Bureau or from the Federal board?
Mr. KATZEN. Yes, sir; I have no complaints.
Mr. BRAND. What did they say was the trouble with you, heart trouble?
Mr. KATZEN. Bronchitis.
Mr. BRAND. Just bronchitis? Nothing but bronchitis?
Mr. KATZEN. My chest.
Mr. BRAND. I know, but you must have had some serious trouble to be getting $90 a month to start with?
Mr. KATZEN. At first the doctor said I had a touch of consumption.
Mr. BRAND. Is that not the reason the doctors had to examine you often, in order to determine really what your affliction was?
Mr. KATZEN. Every time I asked them whether I am entitled to training, they said yes.
Mr. BRAND. Were you in doubt at any time about what the seat of your trouble or affliction was?
Mr. KATZEN. I could not say there was any doubt.
Mr. BRAND. Did they ever tell you what was the matter with you?
Mr. KATZEN. Yes, sir.
Mr. BRAND. Did they all tell you the same thing?
Mr. KATZEN. Pretty nearly.
Mr. BRAND. Have you tuberculosis? Do they say you have tuberculosis?
Mr. KATZEN. The doctor at the War Risk told me I had it first; that I had a touch, and I got well, and he said this time, all right, and I went away to the country.
Mr. BRAND. That is why they sent you to the country, to give you the open air and outdoor exercise?
Mr. KATZEN. Yes, sir.
Mr. BRAND. It was for your benefit they sent you to the country?
Mr. KATZEN. Yes, sir.
Mr. BRAND. What are you advised now is the trouble—bronchitis or tuberculosis, or both?
Mr. KATZEN. I am taking treatment for nose and throat.
Mr. BRAND. Are you advised that you have tuberculosis now?
Mr. KATZEN. No, sir; I do not think I have now.

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Mr. BRAND. Is there any tuberculosis in your family, your parents?

Mr. KATZEN. No, sir.

Mr. BRAND. There is one other question about the girls laughing. Do you mean to say that they were making fun of the boys or just laughing on account of something between themselves?

Mr. KATZEN. I do not know why they were laughing, but they were joking right along and did not take this matter in a business-like way.

Mr. BRAND. They were joking with each other or joking with the boys?

Mr. KATZEN. Joking with each other.

Mr. BRAND. Was it about the boys or about something else?

Mr. KATZEN. It appeared that they were joking about the boys.

Mr. BRAND. Were the boys right there where they could hear it?

Mr. KATZEN. Yes, sir; right there taking down the history.

Mr. BRAND. Did that joking interfere with their work of taking down the histories?

Mr. KATZEN. Yes; part of it must have interfered with their work.

Mr. BRAND. Did the boys say anything to them about that sort of conduct, say anything to the girls about that conduct?

Mr. KATZEN. I did not hear them say anything to the girls.

Mr. BRAND. I mean to the girls.

Mr. KATZEN. Yes, sir.

Mr. BRAND. Or did they say something to each other about it?

Mr. KATZEN. Yes, sir.

Mr. BRAND. Do you really think they were making fun or sport of the boys?

Mr. KATZEN. Yes, sir; in a way, I think.

Mr. BRAND. How often did that happen?

Mr. KATZEN. Every time they took down the history when they were writing the histories and taking it down.

Mr. BRAND. They had the wrong girls at work then, if that is true.

Mr. KATZEN. Some of them, yes. Some of them were trying to help out the boys as much as they could, and some of them did not.

Mr. BRAND. Did they treat you properly and fairly?

Mr. KATZEN. Not all of them. Some of them did.

Mr. BRAND. In what way did they mistreat you?

Mr. KATZEN. Mistreat you when you would tell them something; they would bawl you out. So he bawled me out, in a way.

Mr. BRAND. Did the same man do that, or a different man?

Mr. KATZEN. A different man.

Mr. BRAND. More than one?

Mr. KATZEN. A few of them.

Mr. BRAND. How many?

Mr. KATZEN. About two.

Mr. BRAND. Do you know the names of these physicians?

Mr. KATZEN. Well, I can not think of their names very well. It happened quite a while ago.

Mr. BRAND. That is a pretty serious charge against these physicians dealing with afflicted people. Do you know why they are doing things like that?

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Mr. KATZEN. I believe in a person talking to a person in a legal way and doing the right thing, to tell them whether or not he is entitled to training.

Mr. BRAND. Yes; I do, too. I do not mean to approve that doctor's conduct. If that is true, I think it is a serious charge.

Mr. KATZEN. Yes, sir.

Mr. BRAND. Did it appear to you why they should be treating you that way?

Mr. KATZEN. It appeared to me that they did not think much about me. It appeared to me that they were indifferent. The last doctor that I had was very good. He was talking to me as man to man.

Mr. BRAND. With all this delay, however, and this treatment of the doctors, and the girls making sport of the boys, you are at present satisfied with the situation?

Mr. KATZEN. In a way; yes.

Mr. BRAND. You have answered it, "In a way." What do you mean by that, that you would want to go somewhere else or take other training?

Mr. KATZEN. No; but simply I have a feeling I can not make progress as I would like to.

Mr. BRAND. That is not on account——

Mr. KATZEN. No; that is not their fault.

Mr. BRAND. That is on account of your condition?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. When did you enlist in the Army?

Mr. KATZEN. The first time?

Mr. DALLINGER. No.

Mr. KATZEN. During the war?

Mr. DALLINGER. Yes.

Mr. KATZEN. It was December 6, 1917.

Mr. DALLINGER. How long were you in the service?

Mr. KATZEN. Over 16 months.

Mr. DALLINGER. Were you on this side, or did you go across?

Mr. KATZEN. I went over to France.

Mr. DALLINGER. How long were you in France?

Mr. KATZEN. Eleven months.

Mr. DALLINGER. Were you wounded?

Mr. KATZEN. No, sir.

Mr. DALLINGER. Were you sick over there?

Mr. KATZEN. Yes; I was in the hospital.

Mr. DALLINGER. Never gassed?

Mr. KATZEN. I think I was gassed in the Argonne. There were 46 left out of our company—Company M, Four hundred and fourteenth Infantry.

Mr. DALLINGER. You never had any of this trouble—bronchitis—before you were gassed in the Argonne?

Mr. KATZEN. No, sir.

Mr. DALLINGER. In the entire trouble with your nose and throat, they never treated you for your lungs?

Mr. KATZEN. No, sir; never treated it. I had that sort of trouble in the Argonne. We all coughed, and since that time I am hoarse. We left about October 27, and took the stand behind the lines the whole night long; it was cold and we were coughing.

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Mr. DALLINGER. How long were you in the hospital over in France?
Mr. KATZEN. December 16. I was in the hospital out there until I was sent across.
Mr. DALLINGER. Roughly, how long were you in the hospital, one month or two months?
Mr. KATZEN. About three months in France.
Mr. DALLINGER. Did you come back with your regiment?
Mr. KATZEN. No, sir.
Mr. DALLINGER. You came right back here?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. You were in the hospital in this country after you came back?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. How long, roughly, in the hospital here in this country?
Mr. KATZEN. Over a month.
Mr. DALLINGER. Where were you?
Mr. KATZEN. Camp Dix.
Mr. DALLINGER. During any of the time you were in the hospital in France or in this country were you called upon by any agent of the Vocational Board who told you about this training?
Mr. KATZEN. No, sir. In France, the Red Cross representative called upon me.
Mr. DALLINGER. Did he tell you anything about this?
Mr. KATZEN. Yes, sir; took down my name and address and told me.
Mr. DALLINGER. He said the Government had provided training for these boys incapacitated as a result of their service?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. You never heard anything of this matter at Camp Dix while in the hospital taking training?
Mr. KATZEN. No, sir.
Mr. DALLINGER. Never got any attention from the board there?
Mr. KATZEN. No, sir.
Mr. DALLINGER. When did you first learn about this training?
Mr. KATZEN. I first learned of it through the Red Cross.
Mr. DALLINGER. After you came over into this country, when did you first hear about it?
Mr. KATZEN. After I got discharged, I did; it was in May.
Mr. DALLINGER. May, 1919?
Mr. KATZEN. Yes.
Mr. DALLINGER. How did you hear about it?
Mr. KATZEN. The Red Cross sent me a letter.
Mr. DALLINGER. The Red Cross sent you a letter?
Mr. KATZEN. Yes, sir; and when I went over to the Red Cross, there was a Federal board agent there, and I made out the application which he gave me to make out.
Mr. DALLINGER. It was in May, 1919?
Mr. KATZEN. Yes.
Mr. DALLINGER. I understood you to say that you did not begin training until December 1?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. That was May until December, 1919, you were waiting?

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Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Was any explanation or excuse ever given to you by any employee of the board as to this delay?

Mr. KATZEN. No, sir.

Mr. DALLINGER. Now, there seems to be some misunderstanding in regard to the money that you have received. Do I understand that the money you are now getting you get from the War Risk Insurance Bureau?

Mr. KATZEN. I am getting my check from the Federal board.

Mr. DALLINGER. You are?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. When did you first begin to get checks from the War Risk Insurance Bureau?

Mr. KATZEN. I got it first from the War Risk in October.

Mr. DALLINGER. I understand that from May—you were discharged in May?

Mr. KATZEN. In April.

Mr. DALLINGER. From April until October you received nothing from the Government?

Mr. KATZEN. No, sir.

Mr. DALLINGER. Not a cent?

Mr. KATZEN. Not a cent.

Mr. DALLINGER. Either from the War Risk Insurance or the Vocational Board?

Mr. KATZEN. Yes, sir; I got——

Mr. DALLINGER. How did you get along during that time?

Mr. KATZEN. I was trying to work at different times at Edison's and the Red Cross helped me out.

Mr. DALLINGER. Did anybody else help you?

Mr. KATZEN. Except friends.

Mr. DALLINGER. In October you got your first check; from whom—the War Risk?

Mr. KATZEN. The war-risk insurance.

Mr. DALLINGER. How much was it?

Mr. KATZEN. $245.

Mr. DALLINGER. That was some back pay?

Mr. KATZEN. That was compensation approved.

Mr. DALLINGER. When did you make your application to the War Risk Insurance Bureau?

Mr. KATZEN. I made it, that is, when I first made out the application for the Vocational Board.

Mr. DALLINGER. I am talking about the War Risk Insurance Bureau. You got a check from the war risk in October for $245. Did they tell you or did you know from what date that was supposed to pay?

Mr. KATZEN. That money was paid at $45 a month since I got discharged.

Mr. DALLINGER. $45 a month from the time of your discharge from the Army?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. That is what I am trying to get at. You received the check for $245 in October. When did you get any other money from the Government?

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Mr. KATZEN. The other money was $45 a month from the war-risk insurance.

Mr. DALLINGER. Do you get $45 every month?

Mr. KATZEN. Yes, sir; and then they increased it to $90 a month.

Mr. DALLINGER. When did you first begin to get a check from the Federal board?

Mr. KATZEN. In January.

Mr. DALLINGER. That is, you began your training the 1st of December?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. So for the month of December you got your check from the Vocational Board; is that right?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. You are now getting $115 a month. Are you getting it regularly?

Mr. KATZEN. Yes, sir; get it every two weeks.

Mr. DALLINGER. In semi-monthly installments?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. I want to ask you a little more in detail about these doctors. As I understand it, you were examined probably eight times by doctors connected with the Vocational Board?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. And I understood you to say that you thought two of them treated you with indifference and were not courteous to you. Is that right?

Mr. KATZEN. Yes sir.

Mr. DALLINGER. Two out of eight?

Mr. KATZEN. Yes sir.

Mr. DALLINGER. Did the other doctors treat you all right?

Mr. KATZEN. Yes, sir; at times. They all treated me alike but then they were talking and bawling me out.

Mr. DALLINGER. They bawled you out?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Did all of those doctors give you a thorough examination?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Did you strip each time?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Did they use the stethescope to put over your lungs and heart?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. I understood you to say that you could not remember the names of those two doctors that bawled you out. Can you describe them to us? Can you remember about what time it was this first doctor bawled you out?

Mr. KATZEN. No, sir; I can hardly remember it.

Mr. DALLINGER. Was it early during your series of examinations or later?

Mr. KATZEN. It was later. I happened to meet a few doctors.

Mr. DALLINGER. When were you first examined in 1919? You were discharged from the Army in May. When was the first examination by the doctors of the Vocational Board?

Mr. KATZEN. It was, I think, in May or June.

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Mr. DALLINGER. That was when the first doctor came in. Have you tried to recollect whether that first doctor treated you kindly and considerately?

Mr. KATZEN. The first doctor was Dr. Merriam.

Mr. DALLINGER. You remember his name?

Mr. KATZEN. Yes, sir. He sent me a letter and signed his name. That was the first doctor.

Mr. DALLINGER. He examined you? How did he treat you?

Mr. KATZEN. He was all right.

Mr. DALLINGER. You have no complaint to make about Dr. Merriam?

Mr. KATZEN. No, sir.

Mr. DALLINGER. This committee is trying to find out who is responsible for the treatment of those soldiers where it has not been what it should have been. You say you have no complaint to make about treatment by Dr. Merriam?

Mr. KATZEN. The next doctor I can not remember because he did not send me any letters. This is the first doctor who sent me a letter. He signed his name Dr. Merriam.

Mr. DALLINGER. So you know his name?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Was the next examination about a month after?

Mr. KATZEN. The next examination was about three weeks.

Mr. DALLINGER. And by another doctor?

Mr. KATZEN. There were several other doctors. But I want to tell you something about this Dr. Merriam. I was examined by him and he was trying to send me away to another hospital to get another examination, a mental examination. I told her, the stenographer—I think I showed it to her, because a person had to go through a lot of paper work, and I told her I ought to go in there and ask for transportation from Newark to New York. She says she showed it to the other doctor—I do not know his name—and he put them right through training. The stenographer says to me, "You are not nervous, are you?" I said, "I do not think so." "Well," she said, "the doctor is crazy; he will put you in training in about a week."

Mr. DALLINGER. This girl said Dr. Merriam was crazy?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Did she tell you that in a serious voice?

Mr. KATZEN. In a laughing way.

Mr. DALLINGER. What other remarks did she make besides Dr. Merriam was crazy? Did she say something else?

Mr. KATZEN. I knew that girl right along. She was sitting there and said the doctor was putting them through training. He does not have to get through training and the hospital Dr. Merriam wanted to send me to was on Forty-fourth Street.

Mr. DALLINGER. The Psychopathic Hospital?

Mr. KATZEN. The Life Extension Hospital.

Mr. DALLINGER. Is this a hospital for nervous diseases or mental troubles?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. This other doctor said you did not have to go and you do not remember his name?

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Mr. KATZEN. No.

Mr. DALLINGER. What sort of a looking doctor was that who told you you did not have to go?

Mr. KATZEN. That doctor was talking to the stenographer.

Mr. DALLINGER. What sort of a looking doctor; a large or a small man?

Mr. KATZEN. Middle build.

Mr. DALLINGER. You do not know whether he is there or not?

Mr. KATZEN. I think he is there. I know the girl is there right along. When I was at the doctor's office, he said that he was talking to the boys about this. He said that girl is a dope. He called her some kind of a name, a coarse name, in Jewish. He said, I do not mean that she is Jewish, but she is a dope.

Mr. DALLINGER. Which doctor was that?

Mr. KATZEN. The first—that is, Dr. Merriam.

Mr. DALLINGER. This was the girl that said Dr. Merriam was crazy?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Can you give the committee any idea when it was that the first doctor examined you and bawled you out and treated you unkindly?

Mr. KATZEN. He was a slim fellow.

Mr. DALLINGER. A tall man or medium?

Mr. KATZEN. Well, he was medium.

Mr. DALLINGER. Was he thin and tall or short?

Mr. KATZEN. He was middle.

Mr. DALLINGER. About medium height and very thin?

Mr. KATZEN. I can not remember.

Mr. DALLINGER. Did he have a beard, a mustache, or was he smooth faced?

Mr. KATZEN. Smooth shaven.

Mr. DALLINGER. Was his face very thin?

Mr. KATZEN. It was thin.

Mr. DALLINGER. Thin so as to be noticeable?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Did he have eyeglasses or spectacles?

Mr. KATZEN. No, sir; not glasses.

Mr. DALLINGER. About how old a man do you think he was?

Mr. KATZEN. Thirty-five or thirty-eight.

Mr. DALLINGER. Now, can you give the committee any idea when that doctor examined you. You said you were examined the first time by Dr. Merriam. Was it in the summer time?

Mr. KATZEN. In summer time.

Mr. DALLINGER. It was hot weather, then, that the doctor examined you?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Will you tell the committee in detail just what he stated to you when you first went in?

Mr. KATZEN. When I was trying to tell my trouble, he said, Do not get it in your head. Don't get high-minded notions in your head. He was handling me roughly.

Mr. DALLINGER. He handled you with his hands roughly?

Mr. KATZEN. Yes, sir.

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Mr. DALLINGER. Explain to the committee more in detail just what he did.

Mr. KATZEN. He said, do not get high notions in your head, and something, and he was looking down right along, and he did not appear kind at all.

Mr. DALLINGER. You say he handled you roughly; what did he do?

Mr. KATZEN. When I was trying to tell him my trouble, he said, "Do not get high notions in your head."

Mr. DALLINGER. You have told us what he said to you. You said in the examination he handled you. Did he use his hands on you rather roughly?

Mr. KATZEN. He examined me rather roughly, the way I think.

Mr. DALLINGER. So it hurt you?

Mr. KATZEN. No; I do not mean that. But he appeared rough in general.

Mr. DALLINGER. His whole attitude was indifferent?

Mr. KATZEN. Rough and indifferent.

Mr. DALLINGER. He gave you the impression he did not care anything about you?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Did he say anything else to you except that?

Mr. KATZEN. He did not say to me; he did not talk to me at all; but whenever he asked me any question he asked it in a rough manner. He gave me the same rating, and he approved of training for me after I found out about it, and he appeared very rough, as though he thought something bad about me, which made me think he did not think very well about me.

Mr. DALLINGER. You got the impression from him that his idea was that you were trying to impose and put something over on the Government and get something you were not entitled to?

Mr. KATZEN. Yes, sir; it was not this exactly; but it showed that man is doing something, and he does not get something for it. He showed that he does it unwillingly.

Mr. DALLINGER. He did not like his work?

Mr. KATZEN. Yes, sir; it appeared to me that way.

Mr. DALLINGER. About what time do you say this was—in the summer time? About what time of the year 1919 were you examined by this other doctor, who, as you say, bawled you out?

Mr. KATZEN. The other doctors I can not remember very well.

Mr. DALLINGER. You say there were two doctors who bawled you out?

Mr. KATZEN. I think there was another doctor.

Mr. DALLINGER. Are you sure it was another doctor that treated you roughly?

Mr. KATZEN. I had the impression that he also acted as though he did not care.

Mr. DALLINGER. When was this: in the summer time or fall?

Mr. KATZEN. That was in the fall.

Mr. DALLINGER. In New York?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. Can you give us any description of the doctor?

Mr. KATZEN. No, sir.

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Mr. DALLINGER. You do not remember? You simply have a recollection that there was another doctor who bawled you out. Can you describe him?

Mr. KATZEN. I can not describe him. The last doctor treated me very well, and talked to me man to man.

Mr. DALLINGER. You liked the last doctor?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. You do not remember his name?

Mr. KATZEN. No, sir.

Mr. DALLINGER. What sort of a looking man was he?

Mr. KATZEN. He was a man of about 30, and he had blonde hair.

Mr. DALLINGER. A light-haired man?

Mr. KATZEN. A blonde-haired man.

Mr. DALLINGER. Was he a large man or a small man?

Mr. KATZEN. He was a middle man; good-sized man.

Mr. DALLINGER. Pleasant faced?

Mr. KATZEN. Well, he talked to me just in a businesslike manner.

Mr. DALLINGER. Did you get your training from him?

Mr. KATZEN. That is the way I looked at it.

Mr. DALLINGER. Just one thing more: I want to ask you about your training that you are now receiving. You said you liked your training "in a way." Do you feel you are receiving instructions in the work which you are doing? Do you have a teacher?

Mr. KATZEN. We have some trouble with teachers.

Mr. DALLINGER. Will you tell the committee about that?

Mr. KATZEN. The class I am in put in for a teacher in the afternoons. That is a class to give the men instructions in drawing.

Mr. DALLINGER. What instructions are you now getting?

Mr. KATZEN. I am getting instructions in mathematics and drawing.

Mr. DALLINGER. You spoke about your desire to have another teacher. Can you tell the committee just what happened each day? Do you go there every day?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. What time?

Mr. KATZEN. Nine o'clock.

Mr. DALLINGER. Every morning?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. How many other service men are in the class with you in this mechanical-drawing class?

Mr. KATZEN. In that class that I am in—the crowd that I am in—there are about 15 men.

Mr. DALLINGER. There are 15 men taking that same course of mechanical drawing; is that what you stated?

Mr. KATZEN. In structural drawing.

Mr. DALLINGER. When you get there at 9 o'clock is there anyone there to take charge of you?

Mr. KATZEN. Most of the time. We changed teachers. We had a teacher up until April 1, Mr. Walker, and he left and somebody else is there. Mr. Walker was there most of the time and sometimes he was not.

Mr. DALLINGER. I am talking about your training now?

Mr. KATZEN. Yes, sir.

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Mr. DALLINGER. I am trying to find out if you are satisfied now with the instructions that he gave you. That is what the committee wants to find out. You go there at 9 o'clock and there is a teacher there, is there?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. You have your work that is given to you, your drawing?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. And he goes around and looks at it and examines it?

Mr. KATZEN. We do not get anything in drawing, except we are doing it mostly ourselves.

Mr. DALLINGER. That is what I am trying to get at.

Mr. KATZAN. Yes, sir.

Mr. DALLINGER. Have you any definite complaint on the instructions you are getting in drawing?

Mr. KATZAN. I think the rest of the boys applied to the president of the school for an instructor in the afternoon to show us in drawing.

Mr. DALLINGER. In other words, you are not satisfied with the instructions you are getting in drawing?

Mr. KATZEN. Yes, sir; we are not. The class is not much satisfied because we have no teacher in the afternoon to show us.

Mr. DALLINGER. You have a teacher in the morning in drawing?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. A teacher in the morning in drawing?

Mr. KATZEN. In mathematics.

Mr. DALLINGER. Do I understand that you have no teacher in drawing?

Mr. KATZEN. The teacher we had in drawing did not give us much instruction.

Mr. DALLINGER. Have you any teacher now in drawing?

Mr. KATZEN. No, sir.

Mr. DALLINGER. In other words, you are doing structural drawing, 15 in a class, without any teacher to instruct you.

Mr. KATZEN. That teacher left and we got a new teacher and the boys thought we should get more instruction in drawing.

Mr. DALLINGER. I am trying to find out whether you are getting any instruction in drawing at the present time?

Mr. KATZEN. Yes, sir; getting some.

Mr. DALLINGER. Getting some. What is the name of the teacher that you have now in drawing?

Mr. KATZEN. He is only there a few days. I can not remember his name.

Mr. DALLINGER. Did Mr. Walker, who you say left, give you any instruction in drawing?

Mr. KATZEN. He did not give us much instruction; the boys were not satisfied.

Mr. DALLINGER. What did he do when he did not give you instruction?

Mr. KATZEN. He was giving instruction in mathematics and in drawing and he was only until 12 o'clock and after 12 o'clock he left.

Mr. DALLINGER. Did you have a lesson in mathematics every day that you had to prepare, you boys?

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Mr. KATZEN. Yes, sir.
Mr. DALLINGER. A lesson to prepare every day in mathematics?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. What kind of mathematics are you taking up?
Mr. KATZEN. Algebra, geometry, and decimal fractions.
Mr. DALLINGER. You are taking algebra and geometry. Do you have lessons assigned to you in algebra and geometry every day?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. Do you have to work outside at home in preparing your lessons?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. You are supposed to have so many examples to work out, so many problems for each day?
Mr. KATZEN. Yes, sir; we do.
Mr. DALLINGER. Have you any complaint to make regarding your instruction in mathematics since you have been at this school?
Mr. KATZEN. We got very good instructions in mathematics.
Mr. DALLINGER. You have no complaint to make about the instructions in mathematics?
Mr. KATZEN. No, sir.
Mr. DALLINGER. As I understand, you do complain that you have not had sufficient instruction in drawing?
Mr. KATZEN. Well, the other boys, they are given some instructions in drawing, but they should get more instructions in drawing.
Mr. DALLINGER. How much instruction in drawing are you getting at the present time? Give the committee some idea about what part of each day is devoted by the teacher to teaching you drawing.
Mr. KATZEN. About an hour.
Mr. DALLINGER. About an hour a day, and that is in the morning?
Mr. KATZEN. In the morning.
Mr. DALLINGER. What do you do in the afternoon, the 15 boys in the class?
Mr. KATZEN. In the afternoon we take up mathematics and then go out to a class in drawing, and there is nobody there to instruct us in drawing.
Mr. DALLINGER. In other words, there is a class in drawing each afternoon with no instructor to assist you in it?
Mr. KATZEN. Not in the afternoon.
Mr. DALLINGER. You boys have asked for a teacher?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. When did you make this request?
Mr. KATZEN. The other boys made a request.
Mr. DALLINGER. When; how long ago?
Mr. KATZEN. A few weeks ago.
Mr. DALLINGER. Have they ever heard from their request?
Mr. KATZEN. They made a request to the president and he said that he was going to get an instructor.
Mr. DALLINGER. They have promised to get an instructor?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. And if you get a competent instructor to help you in the afternoon with that drawing, you will be satisfied?
Mr. KATZEN. Yes, sir.
Mr. DALLINGER. That is all.

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Mr. TOWNER. I just want to make clear one thing, Mr. Katzen. You were discharged in April, were you?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. You did not get any money until the following October from the War Risk Bureau or from anybody?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. During that time you were not able to work there?

Mr. KATZEN. No, sir.

Mr. TOWNER. You tried to get some work, as I understood you, in the Edison factory?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. But the work was of such a character that you could not stand it and you had to stop?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. Then, if I understand you, you had to make application to the Red Cross for help and they did help you, did they?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. Then, in reality, you were reduced almost to poverty during that time?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. You had to call on the Red Cross and friends to help you because of the delay in passing on your case?

Mr. KATZEN. Yes, sir.

Mr. TOWNER. Do you know any reason why this delay was occasioned?

Mr. KATZEN. Well, I do not know. Every time when I went down there to ask, they said the boys in the office in New York were waiting for the board at Washington here.

Mr. TOWNER. They told you that the delay was here in Washington and you had better see your Congressman or Senator to help hurry the people up down here?

Mr. KATZEN. Yes, sir; the man at the desk told us every time.

Mr. TOWNER. That is all.

Mr. DALLINGER. Did this instructor in mathematics that you had in the morning, did he ask you boys to work out this drawing, part in the afternoon, and then that he would mark you in the mornings, the next morning?

Mr. KATZEN. We had different teachers in mathematics.

Mr. DALLINGER. I am talking about the present time.

Mr. KATZEN. In the morning we had teachers.

Mr. DALLINGER. I understood you boys asked for a teacher in drawing in the afternoon?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. I wanted to ask you whether or not the man that teaches you in the morning in mathematics gives you instructions in drawing in addition to mathematics?

Mr. KATZEN. No, sir. That man in mathematics does not give instructions in drawing.

Mr. DALLINGER. Do I understand that you have no instructor in drawing now?

Mr. KATZEN. In the afternoon.

Mr. DALLINGER. In the morning?

Mr. KATZEN. Not in the morning either.

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Mr. DALLINGER. In other words, your complaint is that whatever instruction you have in structural drawing that you are thrown upon your own resources?

Mr. KATZEN. Yes, sir.

Mr. DALLINGER. That is right.

Mr. KATZEN. That is right at the present time, because Mr. Walker left. He used to give us some instructions. But now we changed the teacher and the new teacher does not show us.

Mr. DALLINGER. You have nobody at the present time?

Mr. KATZEN. Nobody at the present time.

Mr. DALLINGER. But they promised to get you one?

Mr. KATZEN. Yes, sir; they promised there would be one.

The CHAIRMAN. Is Mr. Rudolph Faber present? [No response.]

Here is a certificate that Mr. Furphy is in a hospital and will be unable to appear. There are no other witnesses at this moment. The hearing is adjourned until 2 o'clock this afternoon.

(Thereupon the committee took a recess until 2 o'clock p. m.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to the taking of recess.

The CHAIRMAN. The committee will come to order. After this investigation was ordered by Congress and I was looking about for those who might have information at first hand I remembered Maj. Henderson, who was here in Washington, and I knew of his work over at Fort McHenry; so I saw him personally and asked him if he would not come over, and then later on I wired him asking him to appear here at this time. I make that statement because he is here upon my invitation.

Maj. Henderson, will you give to the stenographer your full name and address?

STATEMENT OF MAJ. WILSON H. HENDERSON, UNITED STATES ARMY, GENERAL HOSPITAL NO. 2, FORT McHENRY, MD.

Maj. HENDERSON. Wilson H. Henderson, United States Army, General Hospital No. 2, Fort McHenry, Md.

The CHAIRMAN. In order that the committee may know your work, Major, will you please state your connection with rehabilitation work?

Maj. HENDERSON. I have charge of the occupational therapy and the educational work for disabled soldiers in the Army hospital at Fort McHenry.

The CHAIRMAN. Before you went into that work how were you employed?

Maj. HENDERSON. I was assistant professor of industrial education at the University of Wisconsin, doing survey work and similar work in industrial education.

The CHAIRMAN. When did you first enter the military service?

Maj. HENDERSON. October 4, 1917.

The CHAIRMAN. And were you located here?

Maj. HENDERSON. I was located in the Surgeon General's Office, here in Washington, for some time, making plans or assisting in mak-

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ing plans for the occupational work of disabled soldiers as they came back from France.

The CHAIRMAN. How long were you here?

Maj. HENDERSON. I was here five months in Washington, and for the last two years—25 months, in fact—I have been working with the disabled soldiers in the Army hospitals.

The CHAIRMAN. Were you here at the time this legislation was passed?

Maj. HENDERSON. Just previous to that time I was here, and the first men coming back from France had arrived at Fort McHenry, and I was ordered over there to do this work.

The CHAIRMAN. Major, if it would be your desire to proceed to tell the committee your experience in the rehabilitation work without being interrupted we will permit that.

Maj. HENDERSON. Well, you understand, Mr. Chairman, that I am not trying to make a case or make a defense of anybody, but rather to give the soldier's experience and his attitude toward the whole problem, and I believe that that is the question in which this committee is most interested.

The CHAIRMAN. That is correct.

Maj. HENDERSON. We have in the Army hospital a very complete system of occupational work, and the occupational work is given primarily for its therapeutic effect. We felt at the time we were making these plans that these men would be in the hospital a long time; that they would be idle, and that instead of providing so much for massage and work of that sort, we could, by an analysis of various occupations, find movements or processes in that occupation which would have a therapeutic effect; that we could begin very early in the man's recovery to give him some manipulative work which would also be a part of an occupation. For example, there are a great many machines made to move stiffened fingers. A man's hand is fastened in a clamp and he is made to wiggle his fingers, to pick up a bag of sand. We found that we could do the same thing with a typewriter, and at the same time we could be teaching the man typewriting, improving the use of the fingers. He would be learning something; he would be interested; he would occupy his time and we could accomplish much more in that way than could be accomplished by movements of just wiggling a bag of sand up and down; and we went further in orthopedic cases. We found machines that could be pedaled, to make a man move a stiffened leg.

Then we found a great many men who were injured internally, who could profit by educational work, could pass the time away much more pleasantly and beneficial to them by being given some educational work, and the project has grown until we have at Fort McHenry taken 200 foreign-born soldiers, have taught them the English language, and have prepared them for their citizenship papers; in fact, have obtained for them their citizenship papers. We have a very elaborate system of shops, teaching the rudiments of a number of trades, and we have done that while the man was recovering from his injury and between operations.

The CHAIRMAN. If it would not interrupt you—at the time the bill was before Congress there was uncertainty as to when training should begin; whether it should begin before the disabled soldier

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was discharged or whether it should be utilized at all, and consequently there has been some doubt as to the effectiveness of any curative or bedside training.

Maj. HENDERSON. As proof of that, Mr. Chairman, we have sent several men from the hospital and they have not been delayed in the hospital at all. We have sent men out capable of taking positions as linotype operators, as monotype operators, as licensed operators in radio, and as shoemakers, as electricians, and chauffeurs, and they have gone directly from the hospital, have taken jobs and have made good.

I think that that would answer any argument that it could not be done before the man was discharged. Therefore men are now in training, in uniform, in various schools, and they are in there at the expense of the Federal Board of Vocational Education—that is, a man would come back from France with an arm shattered, which is going to require a bone graft, but he must have at least three months before that operation, in which all infection shall be worked out, and during that three months we have these men in school, and there are men now in Army hospitals who have to wait two or three months to be operated upon. They are capable of going ahead with training work.

The CHAIRMAN. Well, that answers my question. Then, you may proceed with your recital.

Mr. BRAND. Mr. Chairman, is this witness a physician?

Major HENDERSON. No, sir.

The CHAIRMAN. He is a teacher. He is connected with the Fort McHenry Hospital. You have charge of the training in the hospital?

Major HENDERSON. Yes, sir. I might say that we are working in the hospital in very close cooperation with the Federal Board for Vocational Education, with whom there have always been very close relations, friendly relations and cooperative relations, with us in the hospital.

The Federal board has a representative there in the hospital who has access to all of our records, and when we find anything about a man which will be of value to the Federal board representative we give that to him. This man is in the hospital, and interviews every disabled man before he leaves the hospital, and at the present time the arrangements are made very quickly.

The Federal board has had difficulty—I think this is true—in finding suitable schools for some of the men as they leave the hospitals, and at Fort McHenry they have, on rather a gentlemen's agreement between the Army, the commanding officer and the Federal board—sent men back to the hospital school for us to keep them in training until they can find some permanent place for them. We have at present about 40 men who are on the pay roll of the Federal board for Vocational Education, receiving training there. For a great many men it is difficult to find suitable schools. We have men who are on the border line mentally; they are not capable of going into any existing school and pursuing any intensive course of training; they are not subjects properly for an asylum, but they need special training, rather sympathetic training, from somebody who knows them and knows how to handle them, and the Federal board has sent us several of that kind of cases and we are taking care of them.

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The CHAIRMAN. Major, the law provides that whenever training is employed as a therapeutic measure by the War Department or the Navy Department, a plan may be established between those agencies and the board acting in an advisory capacity to insure, in so far as medical requirements permit, a proper process of training and the proper preparation of instructors for such training. Is that the provision of the law under which the Federal board is operating in the hospital where you are?

Maj. HENDERSON. I think it would be under that provision. We have just proceeded in that way and it has not been any additional expense to the Federal board, and it has been no additional expense to the Army, and it is by a cooperative arrangement that we have carried it on.

The CHAIRMAN. And does it work harmoniously?

Maj. HENDERSON. Yes, sir; very harmoniously.

The CHAIRMAN. I am glad to hear that. That was a question of doubt when the law was passed, whether the relationship between the Army control and the Federal board control could be cooperative.

Maj. HENDERSON. I think we have demonstrated that it can be and is.

The CHAIRMAN. I am very glad to hear that.

Maj. HENDERSON. May I ask just what you want me to talk about, Mr. Chairman? I have prepared a few notes on what I think are the causes of dissatisfaction on the part of the soldiers.

The CHAIRMAN. We would be very glad to have you present those observations.

Maj. HENDERSON. We have had to go through our hospital at Fort McHenry 20,000 disabled soldiers, and from the large majority of educated men among them there is no complaint of the treatment that they received from the Army or from the Federal board. The complaints are made by the uneducated—I think that is a fair statement—as a rule the complaints are made by the uneducated and those who do not understand the complications of a necessarily complicated organization. The dissatisfaction among the disabled soldiers seems to be caused by the following conditions:

In the early history of reeducational work very extravagant promises were made in a number of bulletins that were sent out. In the Opportunity Monograph, Vocational Rehabilitation, Series No. 11, issued by the Federal board, is this statement:

> If you have lost a hand, or both hands, or both arms and both legs, and are also blind, you will still be made 100 per cent efficient in some occupation where brains and training count for more than arms and legs and eyes. If you did not lose your head over there, you can qualify.

In Opportunity Monograph No. 17, which discusses the practice of medicine as a vocation, are these statements:

> In addition to the excellent medical and reconstruction service for men in the hospitals, he—Uncle Sam—has authorized the Federal Board for Vocational Education to see to it that you shall, if you are entitled to the benefits of the war-risk insurance act, have opportunity, if you want it and need it, to be trained and placed in any one of the hundreds of occupations which the rich life of America offers.

In that same bulletin it says:

> How much will it cost to prepare for the practice of medicine? If you are a soldier or a sailor discharged from the service since October 6, 1917, with a

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disability for which the Bureau of War Risk Insurance will grant you compensation, and if a course in medicine is approved for you by the Federal board, your education will be furnished free by the Government.

In Vocational Rehabilitation Bulletin, Series No. 16, regarding the law as a vocation, almost the same statement is made:

How much will it cost me to get an education suitable for the practice of law? If you are a soldier or sailor discharged from the service since October 6, 1917, with a disability for which the War Risk Insurance will grant you compensation, your education will be furnished you free by the Government.

Now, the man with a fifth-grade education, lying in bed and reading this and thinking it over, comes to the conclusion that he wants to be a doctor or a lawyer or a professional man of some kind, and as soon as he gets the opportunity he asks for that, and the Federal board can not give that man the training for medicine or law; he hasn't the elementary education; he hasn't high school or college training and they can not put him through the complete course. Then when he can not get it, he says, "It is all a fake."

We have had an experience lately with a South Carolina man, 23 or 24 years of age, of rather low-grade mentality, his right hand very seriously injured, who had an obsession to become a Baptist preacher, and the representatives of the Federal Board very properly feel that it would be a misuse of Government funds to expend money trying to make a Baptist preacher out of that boy; and because he can not be a Baptist preacher, he has considerable to say about the Federal Board for Vocational Education.

The CHAIRMAN. Maj. Henderson, right along the line of the criticism of those bulletins, we note in these investigations thus far that one of the persistent complaints against the board is that the soldier did not know that there was any such thing as vocational training until it incidentally came to his attention, as if the board is guilty of not getting the information to the soldiers.

Maj. HENDERSON. I do not believe that that is a fair criticism, Mr. Chairman. Of course, up until about June of 1918—up to the time preceding the passage of this law—the Federal Board did not advertise that fact among the soldiers, and a great many men had gone through the hospitals and were discharged by that time. But just as soon after the passage of that law as I think it was possible the Federal Board was sending out tons of literature into the hospitals and into the debarkation hospitals, and I think a man would have had to be deaf and blind not to have found some of their literature, because it was in the Army hospitals everywhere. It was sent out very completely. But soldiers have been so besieged with printed literature of every kind—a man was having a pamphlet handed to him every time he turned around at that time in the Army, and I suppose they got these handed to them and paid no more attention to them than they did to some of the others. But I don't think it is a just criticism of the Federal Board, because there were posters everywhere, but the men had been posted, too, I think, considerably.

The other matter that started complaint is the division of authority between various departments contributing to the reeducation. To the uninformed the Government is conceived of as a unit. They have heard that the Government will do things for them. When a man is discharged from the Army he finds that it is necessary to deal

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with an entirely different organization, called the War Risk Insurance Bureau, and in the matter of his education he finds that it is necessary to deal with still another organization of the Government called the Federal board. To us this all seems simple, but to him it is all confusion. For example, a patient is discharged from a hospital with a disability and goes home. If he has not made a claim for disability it is then necessary for him to communicate with the War Risk Insurance and establish the fact that he is a discharged soldier. He thought the Government knew that. The Government paid him and had him there, and the Government ought to know that he is a discharged soldier and that he was wounded in line of duty and that he has a disability entitling him to compensation. He thinks that that is all a matter of Government record and that the Government should know it. It is necessary for him to submit his discharge as evidence, and perhaps undergo another physical examination. If he then applies to the Federal Board for Vocational Education, he must again establish these facts, and further establish the fact that he is eligible for training. The necessary routine confuses him. This applies more particularly to those wounded men who were discharged from demobilization camps or hospitals before complete provisions were made by the Federal board and the War Risk Insurance Bureau.

I believe, Mr. Chairman, that up until last July a man who was disabled to such an extent that he did not receive more than 10 per cent disability from the War Risk Insurance Bureau was not eligible for training?

The CHAIRMAN. Was that up to July 11?

Maj. HENDERSON. I believe so. A good many men were seriously disabled, so far as following a former occupation was concerned, that were not rated as 10 per cent, and there has been no ruling in the disability boards which says what constitutes a 10 per cent disability. One medical board might rate a man who had lost these two fingers [indicating] as 10 per cent disability. Now, if that man were a stenographer, he is more disabled than that. If he were a telegrapher he is more than 10 per cent disabled. We had a man, for example, who had that third finger stiffened. It could not be bent at all. He was a molder by trade, and so far as his occupation is concerned it was a total disability in that occupation, because he could not work in the sand with that finger stiff, but now no medical disability board would give him more than 10 per cent disability for that stiffened finger, yet he can not go back into his former occupation.

The CHAIRMAN. You could not cure that by law, could you?

Maj. HENDERSON. I do not think that you can cure this by law. I think somebody has to be given discretionary power in the matter.

The CHAIRMAN. You spoke of one source of complaint—due to the division of authority.

Maj. HENDERSON. Yes, sir.

The CHAIRMAN. That would go to the law itself. Would you recommend any change in the law?

Maj. HENDERSON. I certainly feel that any educational process should be continuous, Mr. Chairman. We start a man in the Army hospital and—this is possible, although I don't know that it is probable—he might leave the Army hospital at his own request after being made 50

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per cent efficient in shoemaking, for example, and then be called back into a Public Health hospital. At that Public Health hospital they might feel that shoemaking was not a good trade for him, and they would put him into radio operation. He might stay in that Public Health hospital six months and be discharged and then turned over to the Federal board, and the Federal board might feel that he should neither be a radio operator nor a shoemaker, and they would start out to make him an electrician. That is altogether possible, and I feel that there should be a continuous authority all through there that will insure a continuous process of education for that man.

The CHAIRMAN. That could not be accomplished unless you would extend the authority exercised over him before his discharge to his work after his discharge, could it?

Maj. HENDERSON. I am not attempting to say how the matter should be done, sir; but I feel very strongly that the process of education should be continuous.

The CHAIRMAN. That the authority should be also continuous; that you should not change from military to civil authority?

Maj. HENDERSON. It may be necessary, but I think there should be such a close interlocking of that change that it will insure that man's going on with what he has started under military authority.

The CHAIRMAN. I think the whole committee will recognize the misfortune that would come to one who had been changed from one thing to another and to another, if that is true. I am wondering whether that could be avoided without a change of the law which would continue the military authority over the disabled man after he had entered training. That probably could not be secured under the law; I mean if it would require that change in the law it most likely could not be secured?

Maj. HENDERSON. I think there are some advantages of military control. I think that the man who enters a Federal board school can go home whenever he feels like it, and if they cut him off entirely there is going to be severe criticism, and they can not send and get him and compel him to come back, and they have to wait until he gets good and ready to come back to school, and they haven't the authority to practically compel that man to attend school.

The CHAIRMAN. If you had the authority—that is, if you were in Congress—would you go to the extent of compelling them to go to school?

Maj. HENDERSON. I think the law provides that if he refuses to take the training which is offered him his compensation can be discontinued.

The CHAIRMAN. That is the only penalty. That was gone into very thoroughly when the law was passed.

Maj. HENDERSON. Oftentimes a man is discharged from an Army hospital with the great desire in mind of going home, and he goes home leaving a temporary address with the Federal Board of Vocational Education. The Federal board representative proceeds with plans to send this man to school, and sends him a notice to report at a certain place. The man in the meantime may have moved, and the Federal Board has lost him.

I think the only way to meet that situation would be to establish in various parts of the country Government schools, to which a man

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would be sent directly from an Army hospital or directly from his home as soon as it is found that he is entitled to education.

The CHAIRMAN. What do you mean by "Government schools?"

Mrj. HENDERSON. Government owned and conducted. That is, the Federal board must, in medical terms, diagnose the case before they take the patient in. They must give him an examination—a physical examination and a psychological examination; find out about his previous experience, and make up their minds as to what training that man should receive before they take him in. Now, in the hospital we take him in and then we diagnose the case after we get him. If there were some schools established——

The CHAIRMAN (interposing). How many schools would you require?

Maj. HENDERSON. I think four or five might cover it. I don't know the particulars there, sir. I know that the Federal board has considered the advisability of taking over Fort McHenry. I am told that request has been made of Congress, to give them Fort McHenry to use as such a place, so that when they find a man in this part of the country who should receive training, they can immediately give him transportation there and have him taken care of.

To illustrate that, a negro was found in Richmond, Va., some time in February by the Federal board, and they gave the man money to come to Fort McHenry and report for training. Now, at Fort McHenry we can not take the man in and board him, give him room. We let him board in Baltimore and come there for the schooling. Well, this negro spent the money that the Federal board gave him in riotous living, and when he was broke he reported to us for training. He reported the morning of February 22. He was sick. He had a paper in his pocket saying that he was 80 per cent disabled. He had lost his right ear, his left foot; he hadn't a great deal of mentality, and he had such a cold that he could hardly talk. Under the law, we were supposed to send the man to a public health hospital, but we took him in. We did not feel that we could let a disabled soldier roam the streets and probably be picked up by the police and sent out, so we took him in. We found a little later, on examination, that the man had a very severe case of syphilis. Under the law, the man who has any disability caused by his own willful misconduct is not entitled to the benefits of the war-risk insurance act; nevertheless, this man was entitled to it, because of his disability which was incurred in line of duty, and we took him in. We have made him pay us $1 a day for his treatment out of the compensation that he was receiving from the Federal Board. That man will never be taken care of in any civilian institution. He can not be trained there. He is going to require supervision and guardianship like a child, and he may finally be trained to that place where he can do something; but he will need guardianship, and he can not be turned loose and given his bimonthly pay from any organization, because he will spend his money as soon as he gets it—inside of three or four days.

The CHAIRMAN. Would there be many cases of that kind?

Maj. HENDERSON. I think there would be a great many of them. They are men who do not require hospital treatment particularly. They should not be sent to any asylum for the feeble-minded, but

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they are not fit to enter any civilian school, because civilian schools of that grade are for children, and he should not be sent in with children.

The CHAIRMAN. Could you tell the committee, Major, how many hospitals or schools we have that might be denominated Government schools?

Maj. HENDERSON. At the present time?

The CHAIRMAN. Yes. If we should adopt the plan you have suggested, have we the facilities already, or would we have to create them?

Maj. HENDERSON. The only schools that I know of are the schools in Army hospitals, and Army hospitals are being abandoned, and those schools could be utilized for that purpose.

The CHAIRMAN. Originally, when the law was put into operation, there was a suggestion that we erect 16, all told, but I have never followed it up and don't know now what we have done.

Maj. HENDERSON. I don't believe that any have been erected. The Federal board is utilizing—I think this is true—existing institutions.

But a large number of our soldiers have only about a fifth-grade education. A great many are illiterate. Now, for the man with a fourth or fifth grade education there are no existing schools. Schools of the fourth or fifth grade are for children, and the man will not go in with children. The universities will not take him.

I don't know that the committee is particularly interested in my opinion of what should be done, Mr. Chairman.

The CHAIRMAN. The committee is, Maj. Henderson.

Maj. HENDERSON. As I have met the disabled soldier, I find that he likes to go with his buddies. He will go where his buddy has gone. If there should be schools taking adults to give them the training that they are qualified to take, I know that a great many more men would be glad to take advantage of the opportunity.

The CHAIRMAN. That suggests a question: Is there any large proportion of disabled men who are eligible for training and who are not taking it or not applying for it?

Maj. HENDERSON. Yes, sir.

The CHAIRMAN. And do you give this as a reason for it?

Maj. HENDERSON. Yes, sir; a man does not want to go to college when he knows he is not qualified, that he is not in his class, that he will be rather a lonesome individual, and I think we can find that a great many who have started into colleges for the Federal board have left.

The CHAIRMAN. Do you know what per cent?

Maj. HENDERSON. I would not know that; no, sir; but I am familiar enough with colleges to know that a man might be admitted there with any grade education, but he will not be happy, and he will be out of his class. The college can not adapt its whole system to that kind of men; a class can not be held back for him. The college is not going to want him, and he is not going to want to stay, and he is going to leave.

The CHAIRMAN. Is the proportion that leave the college greater than the proportion of men entering ordinary training that leave?

Maj. HENDERSON. I do not know as to the experience of the Federal board in that, but men come in, and it is suggested to them that

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they go to school, and he thinks of a school for youngsters at once, and he does not want to go back; and they say to him: "Wouldn't you like to go to a school composed of men—a lot of your buddies in there—that kind of a school?" He would say, "Yes; I would like to go to a school of that kind; but the school I can enter is for kids, and I don't care to go to school with kids, because kids nowadays are pretty well advanced, and I will be a 'rummy' among those kids."

I am speaking in his terms now.

The CHAIRMAN. Well, now, it is not the practice, is it, generally, to send these boys where the kids are?

Maj. HENDERSON. No; it is not the practice, but for that reason the Federal Educational Board has a very difficult time in finding schools to which men are eligible.

We have at Fort McHenry now several colored boys who were sent to Hampton—that is, they are colored men, they are not boys—and Hampton is a school for colored boys. The rules at Hampton provide that the man shall not smoke on the reservation; he shall be in at 9 o'clock at night, and he shall line up and march in to mess at noon. He shall not speak to any of the girls on the campus whatever, and shall not associate with them. Now, the hero of Chateau-Thierry is not going out and drill with a crowd of youngsters when he goes in to mess. He is not going to submit to the rule that he shall not smoke anywhere on the reservation; and I think we shall have colored men who have been discharged from Hampton when we put them in because there was no other school for them.

The CHAIRMAN. You mean if such rules were rigidly enforced these men simply would not stay?

Maj. HENDERSON. Yes, sir.

The CHAIRMAN. They would leave, even if it meant they had to give up their education.

Maj. HENDERSON. Giving up their education does not appeal to them as such a serious matter, sir, because they think they are going to get their compensation anyhow. Another matter that, I think, causes dissatisfaction is this, that the average young American objects to being told what line of work he shall enter.

The CHAIRMAN. Now, Major, how would you prevent those things? We will assume that these are the sources of complaint; are they such complaints as are justified and ought to be corrected?

Maj. HENDERSON. I think part of it can be corrected, sir. In the matter of giving vocational advice is one that requires unusual ability and exceptional tact and unlimited knowledge of men and occupations. As I understand it, the Federal board under the present law is allowed to pay $2,400 a year to the advisers it employs. A man competent to do this advisory work can not be secured for this salary, and the man that is not worth more than $2,400 at the present time needs a little vocational counsel himself.

The CHAIRMAN. Well, that fault would have to go directly to Congress and not to the board. The board is limited under the authority under which it is operating.

Maj. HENDERSON. I am not making any criticism of the Federal board, Mr. Chairman; I am trying to point out the reason for dissatisfaction in there. I know, for example, that the Federal board

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has employed young men to give vocational advice who are not competent to give it. They could not get competent men for what they have had to pay, and I have known competent advisers who have left their employ because the Federal board was not allowed to pay them the salary they should have received.

The CHAIRMAN. You understand, Major, clearly what we are trying to get at. First, what is there now in existence that ought not to be, that ought to be changed? Is it the law or is it the administration of the law? And I regard you as more than the ordinary witness, with your experience. You might qualify as an expert, and what I am trying to get at is to fix this difficulty. The thing that you have suggested would be the ineffectiveness of the law, and if it is remedied it would have to be done by a change of the law.

Maj. HENDERSON. I think clearly that that law should be modified on the point of allowing the Federal board to pay salaries sufficient to employ competent men.

The CHAIRMAN. You are aware that that is a very sensitive point just now throughout the country; the price of everything has gone so high that the appropriations next year will be six times what they were in 1916, and Congress is wondering whether we are going to regard those as a permanent standard of expenditures; and if we increase the salaries, are we taking the steps not to get back to a normal basis, and consequently stay on the war plane? And that is the reason that Congress has been very slow to push up the salaries.

Maj. HENDERSON. Nevertheless, I can not see that it is good policy to cut at that place where it affects our disabled soldiers.

The CHAIRMAN. Well, I think you are right. I think that we ought not to cut in such cases. When I ask about the schools I do not know how much additional outlay that would require, but suppose it is rather large, so far as the disabled soldier is concerned, this committee—and I rather think Congress—would not hesitate a moment to expend every dollar that is necessary to do what ought to be done for the disabled soldier, and at the same time it is a very serious question to know just how to meet the situation under the abnormal conditions, and what you are giving is what we want, to get your angle as to where the ineffectiveness is, then how it can be changed, if it can be changed.

Maj. HENDERSON. To my mind the most important person in the whole scheme of reeducation is the man who interviews the patient and gives him, or attempts to give him, advice as to the occupation which he should enter.

The CHAIRMAN. That would be numerous, would it not? The man who does that would be multiplied?

Maj. HENDERSON. Yes, sir; and I think you will agree with me that the man who is interviewing this large number of men and making a vital choice for him; or assisting him in making it, should be the best that the country affords.

The CHAIRMAN. We have had before us constantly this angle: Dissatisfaction on the part of the disable man in the work he has been set to do, and the question came up whether you should give him the decision, the power to say what his work should be, or whether it should be done by the board.

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Maj. HENDERSON. I can not but help feel that the man is entitled to make his choice, but he ought to do it after he has had excellent advice.

The CHAIRMAN. How far should the board submit to his suggestions?

Maj. HENDERSON. I think if it came to a matter of compulsion, that the Federal board has no right to exert compulsion on the man to follow a given occupation. I think it is the right of every American to follow the occupation of his choice.

The CHAIRMAN. You are a college man; you have had, I take it, great experience with students; do you think that the soldier after the investigation of his disabled condition would still be a better judge of what he can and should do than the average college man?

Maj. HENDERSON. No; I do not wish to be understood that way.

The CHAIRMAN. Well, the average college man is younger than the soldier. That is what I have in mind.

Maj. HENDERSON. But I think, as a matter of the man's rights he still has the right to choose his occupation, even if there is some other occupation in which he will make a greater success.

The CHAIRMAN. I understand. If he chooses an occupation that he can not succeed in as well as in another, it is his right to do it, and the board ought to respect it?

Maj. HENDERSON. Yes, sir. I think anybody giving a school teacher advice right now would advise him to get out of the profession, but still I have a right to stay there if I wish to, and I think the same thing applies to the soldier. If he wishes to be a mediocre electrician, he has a right to be that, even though he might be an excellent watchmaker.

The CHAIRMAN. For the sake of the record, Major, would you care to recapitulate the things that you would recommend be altered?

Maj. HENDERSON. I should recommend first that schools be taken over by the Federal board to which a man can be sent even before a decision is made as to what line of education he shall pursue, in order that that man might be sent there and placed on the pay roll of the Federal board at once.

The CHAIRMAN. That would avoid the delay and dissatisfaction?

Maj. HENDERSON. And at such a school as that he could do prevocational work, and I think that the man who is out giving advice should be given authority to give that man his transportation to such a school.

The CHAIRMAN. Are you familiar enough with the law to know whether that could be done under the law as it now exists?

Maj. HENDERSON. I do not know. The Treasury Department is rather strict as to the vouchers it honors, but an Army quartermaster, for example, can issue a request for transportation, which is later taken care of through the Treasury Department.

The CHAIRMAN. What is your next point?

Maj. HENDERSON. That there be a more continuous process of education from the time the man does his first educational work until he is finally reeducated and turned out as a finished product; that a better-informed, higher-paid man be made available for giving occupational advice. At the present time—I don't know that this

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would belong in the recapitulation, Mr. Chairman—there will be from now on a division of authority in public-health hospitals, inasmuch as a great many of the men are leaving Army hospitals in which they are paid $30 a month and their subsistence, and entering public-health hospitals, where they will be paid $80 a month and subsistence; and these men will be given therapeutic work of one kind and another in these public-health hospitals. In a number of them the Federal board will have shops to provide educational work. I believe that a cooperative plan is being arranged in these public-health hospitals, but there will still be division of authority there, the same as there has been between the Army and the Federal board. The matter of cooperation will be largely a matter of local administration in those hospitals, and I fear we are going to hear of these difficulties until something is done to correct them.

The CHAIRMAN. From your experience, Major, how long do you contemplate the vocational training will continue I mean to the disabled soldier?

Maj. HENDERSON. I think the Government will have some men requiring guardianship 10 years from now—probably a small number, but there will be a great many who have broken down mentally; a great many who are just above the grade of moron, that barely got in under the psychological tests, who have broken down and are going to need guardianship, and I think we will have to provide it for them.

The CHAIRMAN. How long do you think the present organization in its extensiveness must be continued?

Maj. HENDERSON. I think in its extensiveness, for three years.

The CHAIRMAN. I am asking these questions because matters of appropriation are going to be presented.

Maj. HENDERSON. A great many of these men will be turned out from short courses inside of a year, but at the same time a great many will then be coming in who have broken down in industry and who have left hospitals, seemingly in first-class physical condition.

The CHAIRMAN. But will these men have their disabilities traced back to their service.

Maj. HENDERSON. Yes, sir; who will break down. There will be men such as this—and I speak from experience in this—the Federal board sent a man down to us to be trained as a shoemaker. The man had an arrested case of tuberculosis. We did not know his exact physical condition, and I do not think anyone did. We put him to work in the shoe shop, just as any other school would have done. One day he broke out with a hemorrhage right in the shoe shop, and they had to take him out. What that man needed was to be in some institution where he was under constant medical supervision.

The CHAIRMAN. Has your experience indicated that men who were turned out, supposedly healed, afterwards had a recurrence of difficulty that was not seen at the time?

Maj. HENDERSON. In the Army hospital the man has had his entire day's routine laid out for him; he has not been allowed to stay out all hours of the night: he has had regular meals, regular exercise, regular rest, and under those conditions he has improved rapidly and seems to be in first-class physical condition. He is allowed to go away from all restriction, he starts to leading his own

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life, and he will break down, and I think we will have a large number of those cases, and a great many men have left the hospitals feeling that they were entirely competent to go out and make their own living. They have not asked for Federal board training and have refused Federal board training, but they will find out that in the competition in industry they can not compete with their fellow workmen and they will come back to the Federal board for training.

The CHAIRMAN. Major, what do you think of the virtues of this sort of legislation? Has it the promise of justification in the results already produced?

Maj. HENDERSON. Undoubtedly, I think it has. The difficulty is in making a new law that allows some organization some discretion. The Federal board writes a voucher upon the Treasury Department and unless that voucher is written in entire accord with the law enacted by Congress the Treasury Department will refuse to honor that check. So the Federal board has no discretion in the matter but to follow that law exactly as it is interpreted to them.

The CHAIRMAN. Well, if you were a Member of Congress I think you would be very wary in making provision for writing checks that could be done in any other way than in strict accordance with the law.

Maj. HENDERSON. It is difficult to pass a law that will apply to 300,000 cases of disabled soldiers.

The CHAIRMAN. We have this difficulty now: The boys that are up in the New York district say that they can not live on $80 a month, the allowance provided under the law. The boys in other sections of the country are living on much less than that, and yet you can not pass a law for New York that does not apply to all sections of the country.

Mr. BURROUGHS. You say these men object to being told what they shall do? Is that what I understand you?

Maj. HENDERSON. Yes, sir.

Mr. BURROUGHS. You think they should have the right to say what sort of vocation they should take up?

Maj. HENDERSON. Will you allow me to ask a question in return? As a youngster, didn't your father wish to have a vocation picked out for you?

Mr. BURROUGHS. I don't recall that he did.

Maj. HENDERSON. Don't you think a large number of parents have the occupations or professions all chosen for their sons, and don't you think the son has the right to object and the right of self-determination?

Mr. BURROUGHS. I think he should have, but here is the question: You spoke about the young man who wanted to be a Baptist minister. I gathered from what you said that you did not think he had the mental qualifications for that profession. Although he undoubtedly had the right to be a Baptist minister if he wants to be, it is a question in my mind of whether the Government of the United States should expend its funds in aiding him to be a Baptist minister when it is a foregone conclusion that he never can arrive?

Maj. HENDERSON. I stated, sir, that I thought it would be a misuse of Government funds to do that thing, but I quoted that as an extreme case.

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Mr. BURROUGHS. Well, I took it as an extreme case, simply to illustrate the principle that I tried to bring out, whether or not the decision ultimately should rest with the man or with the advisor.

Maj. HENDERSON. I should think, within limits, we can say that it should be with the man, after advice.

Mr. BURROUGHS. In ordinary cases, certainly that ought to be.

But you don't think they have competent advisors now?

Maj. HENDERSON. I don't think you can employ a competent adviser for $2,400.

Mr. BURROUGHS. Therefore you say they do not have competent advisers now, because that is all they can pay?

Maj. HENDERSON. I hesitate to say that the advisers are incompetent.

Mr. BURROUGHS. Well, they do not reach the standard which you think should be established?

Maj. HENDERSON. No, sir; and I think not the standard which they think should be established.

Mr. BURROUGHS. You have had some experience with them?

Maj. HENDERSON. Yes, sir.

Mr. BURROUGHS. Where?

Maj. HENDERSON. At Fort McHenry.

Mr. BURROUGHS. How many advisers are there there?

Maj. HENDERSON. At present there is one, but he is the fifth that has been there.

Mr. BURROUGHS. From your observation with the advisers which they have down there, do they approach the men sympathetically? Do they try to get at the man's point of view and try to counsel with him?

Maj. HENDERSON. Yes, sir.

Mr. BURROUGHS. And find out what is the right thing for him?

Maj. HENDERSON. Yes, sir; I think they do the best they can.

Mr. BURROUGHS. You don't think there is, from your observation, an attitude of hostility?

Maj. HENDERSON. Not at all.

Mr. BURROUGHS. And no lack of courtesy, so far as you can see?

Maj. HENDERSON. No; I have never seen any discourtesy shown by the advisers to the soldiers.

Mr. BURROUGHS. Or by the medical men, either; the doctors?

Maj. HENDERSON. You mean by the medical man to the soldier?

Mr. BURROUGHS. Yes.

Maj. HENDERSON. I am in the Army.

Mr. BURROUGHS. Perhaps I ought not to ask that question. But so far as the advisers are concerned, you have never seen any discourtesies?

Maj. HENDERSON. No, sir.

Maj. BURROUGHS. It is simply a case of lack of experience?

Maj. HENDERSON. Experience and insight into various occupations giving them the proper viewpoint. A young man 23 or 24 years of age, just out of college, is not competent to give other men advice regarding vocation.

Mr. BURROUGHS. Is that about the type of man that they get for adviser?

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Maj. HENDERSON. Either that or a man who has not made much of a success of his own life. They can not employ a real success at that pay.

Mr. BURROUGHS. I think that is all.

The CHAIRMAN. Major, there has been a suggestion on this order: That the district, for example, like the one in New York, is too large; that it ought to be further subdivided and the places of concentration be more numerous. In other words, that there ought to be greater decentralization than we now have. Would your experience enable you to give an opinion on that?

Maj. HENDERSON. If it can be decentralized and authority decentralized along with the district, I think that would be advisable.

The CHAIRMAN. So that the local authority could give definite answers without too much delay?

Maj. HENDERSON. Yes, sir.

The CHAIRMAN. From the central authority. That seems to have been a source of considerable complaint.

Maj. HENDERSON. I think it has been since last July arrangements have been made whereby the local office can approve of training—the district office can approve of training and the man can be sent to school, but you can recognize that the local representative of the Federal board at the hospital will be approached by a soldier who says, "What can you do for me?" The representative says, "I don't know. We will make this investigation and I will find out." Then the soldier says, "Who can tell me what I can do?" "I don't know." He comes to me and says, "What is going to happen to me?" And I have to say, "I don't know." He goes to the compensation officer and says, "What is going to happen to me and how much compensation am I going to get?" "I don't know," and he answers, "Who in blazes does know?" He asks the local Federal board man, "Can you send me to school?" And he says, "I don't know. I can recommend you." He recommends him and the recommendation goes through the district office, and as promptly as possible they send back a reply "yes" or "no." If the district office disapproves, then the whole thing has to be gone over again and a new trial made to see whether or not that man can have the training. I would not consider myself the position of advisor unless I had the authority to say that the man shall get the training that I recommend.

The CHAIRMAN. This attenuated answer from so many sources to the same effect giving no definite information, is it inevitable or can it be relieved?

Maj. HENDERSON. It could be relieved if the local advisor had the authority to say, "I can promise you a certain kind of training."

The CHAIRMAN. If the authority should be given to the local advisor, would there be unity of decision in the various localities or a variety of findings?

Maj. HENDERSON. Probably a variety.

The CHAIRMAN. Would that be injurious?

Maj. HENDERSON. I can not see that it would be.

The CHAIRMAN. The committee will stand in recess for 15 minutes.

(Whereupon, at 3.10 o'clock p. m., the committee recessed for 15 minutes.)

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STATEMENT OF MR. THOMAS W. MILLER, WILMINGTON, DEL., CHAIRMAN NATIONAL LEGISLATIVE COMMITTEE OF THE AMERICAN LEGION.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Miller, you may proceed in your own way, if you desire, to give your experience in the work you are doing for the rehabilitation of soldiers, and especially as it might apply to the investigation now before the committee.

Mr. MILLER. Very well, Mr. Chairman.

The chairman of the national legislative committee of the American Legion has been authorized and directed to appear here to-day representing that organization in connection with the investigation you gentlemen are conducting. The investigation meets with our hearty approval, and wherever possible we want to assist you. As early as last October—to be specific, on the 9th of October—I appeared representing the Legion before the House Committee on Rules in advocacy of the Rogers resolution, asking that an investigation of the Federal Board for Vocational Training and the general situation be gone into. So this investigation now being conducted by your committee six months later, approximately, meets with our approval now as it did then.

The American Legion is not out to get anybody. We have no ax to grind with the Federal Board for Vocational Training individually or collectively, but we are out to see that every available governmental agency, as well as any other agency, is brought to bear upon the situation, so that the men in this country who are disabled receive what they rightfully should from this Government in the way of vocational training or further benefits promised to them when they went into the service.

Now let me take you back for three or four minutes over the experience of the average disabled man. He went to Europe and got up on the firing line. If he was so fortunate as to be in a combat division or a combat unit, that is.

During the Meuse-Argonne operations, and particularly the first phase, the plight of the wounded man was anything but comfortable and anything that it should have been. That is not the fault of any of the people concerned here to-day, but I want your mind to picture the roads leading up to the front, roads leading directly to the firing line, a string of ambulances, and munition trains, Artillery, wounded straggling men, stretching for miles back; the same roads being under continuous shell fire and the ambulances filled with wounded men, and those that could, sitting up with the driver. In certain days there that line did not move a wheel for 8 hours, and at one phase there the ambulances contained more dead men when they arrived in the evacuation hospitals than they did men who were alive. You went up and down those roads in the course of your duties and you saw a friend sitting on the front seat of an ambulance. He was lucky, we thought, to be able to sit up. You came by a few hours later and when you greeted him you found that the life had passed out of him; that there was no place to put him.

The hospitals at Fleury and Souilly in the first 17 days of the Argonne push, which was the first phase—in those hospitals they

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evacuated approximately 72,000 men through each one. To be sure, their plight was more comfortable if they lived to get back to that hospital than it was at the dressing stations at the front, because the truth has never been fully told you, but those dressing stations at the front were under incessant bombardment and also from aerial attack, premeditatedly from the Boche, so as to enable us to further congest our roads in moving the hospitals.

The man is put on a train and he is taken back to probably a hospital near Paris, or if he is fortunate he goes back to Bordeaux or other evacuation ports, and there he waits until he is well, or—that is, well enough to be moved. He comes home in a hospital ship and is sent from that hospital ship to a number of hospitals in this country. Thousands of men are still at those hospitals endeavoring to get over the wounds received in battle 4,000 miles away. The armistice occurred 18 months ago, and a number of those men are still not only wounded in body, but wounded in spirit as well. Right out here at Walter Reed Hospital we have about 1,600 of them, right under the dome of the Capitol.

Now, one other thought before I go into detail. We saw the other day that there were approximately 303,000 casualties in the Army, our total, and taking the average number in a family as five, you will see that there were approximately a million and a half people, in the maximum, who were in any way in this country identified with the killed or wounded or missing.

To go a little further, you called 10,700,000 men in the draft. Of these approximately 7,000,000, or 65 per cent were exempted for various reasons. It is fair to say that of those six or seven million about four million were married men and probably could claim exemption. The other 2,000,000 went into the munition factories, the shipyards, professional baseball, or other quasi-professional athletics, which seemed to be a ground for exemption.

What happened to the rest? They went to the front and did the fighting, approximately 3,000,000 of them.

But even following out our average number of five in the family, we find that there were probably only 15,000,000 American citizens affected directly by their men being in the military service. In other words, gentlemen, the American Nation has not learned the lesson of this war in more ways than one. Out of 110,000,000 people we have only a million and a half of inhabitants that are affected directly by killed, wounded, or missing men, and even if we include the men who were in the service, it is still a very small percentage of our population.

Look at our allies for a moment, 1,700,000 French people under the sod, and several hundred thousand who were not buried and their bones lie bleaching, as you can see, in certain parts of the front, and 3,000,000 injured. In other words, there are about 28,000,000 to 30,000,000 of the 38,000,000 people in France directly affected by the war in killed, wounded, or missing men.

In other words, there is not a family in France that has not suffered in this way. The same can be said of Great Britain, and when you come to live in Serbia, they lost 40 per cent of their men, women, and children killed. It has been brought home to those people, and having been brought home to them they have made preparations to carry on the rehabilitation work after the war and to carry

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on their reconstruction work in a more efficient manner than we have done.

If the American people as a whole had the cases of these wounded and disabled men brought to their attention forcibly and in great numbers, the present conditions would not exist.

This is not said in a critical tone of any particular set of people or of Congress, but it is a general indictment of our whole attitude of the American people toward the conditions affecting the ex-service men, and the American Legion wants to see, and its first endeavors have been to see, that the wounded and disabled men receive the proper attention and that the Government's debt of honor is paid in full to them.

The CHAIRMAN. Mr. Miller, it will not interrupt you to ask you a question there?

Mr. MILLER. No, sir.

The CHAIRMAN. Referring to the manner in which our associates have taken up rehabilitation, can you recall what the French have done as a governmental agency?

Mr. MILLER. Dr. Fess, I did not have the privilege of getting over much of France. I was with a combat division the whole time I was there, and after the armistice we did not move around much, but I know the French nation saw this coming on long before the armistice was ever thought of and provided for it, and the French have a faculty for doing things in a much more frugal and economical manner than we. They fought much more economically in human life and money than we did, and they are taking care of their maimed and disabled men in as fine a manner as any nation could take care of them.

The CHAIRMAN. It was testified by a representative of the Legion the other day that the work in France is purely voluntary; that the government is not doing it. I was just wondering about that.

Mr. MILLER. But their whole system, Dr. Fess, of looking after their mobilization and the wounded is divided into communities rather than in the nation. When a man is killed they do not send a telegram from the war department to his wife. The mayor of the cantonment gets it and arranges for the news to be broken to the family gently.

The CHAIRMAN. It is very true that France did take the lead in rehabilitation?

Mr. MILLER. It did.

The CHAIRMAN. It was right upon the ground at first. Now, just another question. There are 303,000 casualties; what would be your estimate as to the number of those who would be subjects for rehabilitation?

Mr. MILLER. I will only give you the official figures, because those certainly can be relied upon.

The total number registered was 209,000, and after they had boiled it down and taken out the duplications it was 150,000, and the total for rehabilitation was 110,000. These are official figures, and I take it they can not be disputed.

The CHAIRMAN. Have you the information as to what proportion or what percentage of the casualties in Britain or France or any of the countries at war are subject to rehabilitation? What is the percentage?

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Mr. MILLER. I can not give that, but I would say, Dr. Fess, that it would run the same average as the figures that I have just given you for the men engaged during the duration of the war.

The CHAIRMAN. Let me put it specifically this way: My impression has been that the United States was more generous in its rehabilitation than these other countries. Am I mistaken about that?

Mr. MILLER. You mean more generous in its intentions.

The CHAIRMAN. Well, I mean that we—well, we include more people, a greater per cent in the rehabilitation work than the other countries—that is, we will rehabilitate persons that if they were in Europe would not be rehabilitated. Am I mistaken on that?

Mr. MILLER. I can not answer authoritatively, Doctor, so I would rather not answer that question.

The CHAIRMAN. Very well.

Mr. MILLER. But if you have the information——

The CHAIRMAN (interposing). No; I have not; I am trying to get it. That is my impression.

Mr. MILLER. For instance, I called attention a moment ago to the fact that the whole system of demobilization and looking at demobilization was more decentralized in France than it is here in America.

The CHAIRMAN. Well, excuse me; I did not intend to interrupt you.

Mr. MILLER. You have not interrupted me at all.

The American Legion, through its national commander, indorsed and approved of the campaign now being conducted by the New York Evening Post and its associated newspapers. If out of this investigation and out of these exposures in the New York Evening Post something is going to come, so that the remaining disabled men in this country, to whom the Government owes vocational training, get what should be coming to them and get it quickly, before they become discouraged and are lost to us, all the hard feelings that may have been created and a few of the injustices that may have been perpetrated will be well worth while, and we heartily indorse what is being done in accordance with the policy I have just stated.

The CHAIRMAN. Let me state to you, Mr. Miller—and state it for the committee—that the committee is desirous of getting all of the facts without fear or favor; with but one purpose in view, namely, to better the service if it can be; to correct errors, if there are any, and this without regard to defending anybody but to allow the chips to fall wherever they may fly.

Mr. MILLER. We realize that, and we only wish, Dr. Fess, that the Committee on Education could have been permitted to have started this investigation last fall when you remember we were before the Rules Committee. It is six months late but it is better now than not coming at all.

The American Legion on March 30, through its national headquarters, issued a bulletin asking all State departments to call a department conference on vocational education. I am not going to read all of this. I may ask to put it into the record as Exhibit A, but I want to bring out one or two points.

The CHAIRMAN. If there is no objection on the part of the members of the committee, that may be made a part of the record.

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(The paper referred to follows:)

BULLETIN.

THE AMERICAN LEGION,
NATIONAL HEADQUARTERS, MERIDIAN LIFE BUILDING, ____
Indianapolis, Ind., March 30, 1920.

Service No. 9.
Subject: Department conferences on vocational education.

1. It is strongly urged by national headquarters that each department of the legion call a conference for the "purpose of considering matters relating to Federal Vocational Education. This conference should be attended by the Post Vocational Education officers, and by representatives of the auxiliary units. The Federal board will also provide a representative from the Washington office, from the district office, and from the State office and will prepare for distribution to the legion representatives a manual of procedure covering interesting facts and important instructions relating to Federal Vocation Education."

2. The proposed conferences will not only educate the post officers in the proper performance of their duties but will also tend to stimulate general interest in the benefits of vocational education. For some time past it has been evident that these benefits are not generally appreciated by the men. Lists of those approved for training and who had not entered upon their courses have been forwarded from time to time by the district officers of the Federal board to the department officers of the legion, in order to assist in placing men in training. Some good work has been done along this line, but it is evident that nothing but a close personal contact and intelligent cooperation can enable the legion to render the service that is due to its disabled members.

3. The Legion intends to undertake four projects:

First. Instruction as to the benefits of Vocational Training and the methods of obtaining them.

Second, Assistance in placing of men in training.

Third, Recreational follow-up.

Fourth, Location of employment for rehabilitated men.

4. It is strongly urged that representatives of the auxiliary units attend these conferences, as the recreational follow-up feature comes almost exclusively within their sphere. It is also suggested that the post representatives attending this conference shall not be the ones who attended the War Risk conferences, as every possibility of confusion of the benefits and administration of the two acts should be carefully avoided.

5. It is particularly desired that these conferences be a great success, as they will be the first joint undertaking of the American Legion proper and its Auxiliary Units. Furthermore, this question of Vocational Training is of particular interest at this time in view of the option providing for vocational training of all ex-service men, which is a part of the Legion's proposed solution of the question of adjusted compensation. The insight to be gained of the advantages and workings of Vocational Education as they affect disabled men will tend to familiarize all Legion members with this training and will enable them to understand and appreciate the opportunities which it is hoped will be made available to all upon the passage of the adjusted compensation bill.

6. A proposed program is attached covering the meeting itself. There is also attached a list of suggested dates within which it is desired that each department hold its conference. Kindly advise National Headquarters the date upon which your conference will be held and also notify Mr. Uel W. Lamkin, Chief, Division of Rehabilitation, Federal Board for Vocational Education, Washington, D. C. The date of the conference is important, as it will determine the representative to be sent from Washington, and the dates suggested should be selected if possible.

7. Traveling expenses, etc., of the Legion representatives are to be paid by the posts and units sending them. It is believed, however, that little difficulty will be experienced in securing funds for this purpose when the importance of the matter is understood. If the post itself is unable to finance the matter, it is probable that assistance may be obtained from the local Chamber of Commerce, etc., since the question of Vocational Education concerns not only the disabled man but also the community of which he is a member, which will also benefit by his restoration to a self-supporting status.

FRANKLIN D'OLIER,
National Commander.

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Mr. MILLER. The national headquarters urges that each department of the legion call a conference for the purpose of considering matters relating to the Federal Vocational Education.

The Federal board by arrangement with the national headquarters will provide a representative from the Washington office and from the District office and from their State office to attend these State conferences and give them all of the information and instruction that they need.

The proposed conference is intended to educate the post officers to properly perform their duties in connection with the men in the post, or the ex-service men, whether they be members of the legion or not, who should be deriving the benefits of vocational education because of disability.

The legion intends to undertake four projects.

First. Instruction as to the benefits of the vocational training and the methods of obtaining it.

Second. Assistance in the placing of men in training.

Third. A recreational follow-up.

Fourth. Location of employment for men who have been rehabilitated.

All posts and departments are to notify Mr. Lampkin, Chief of the Division of Rehabilitation of the Federal board, so that he may be prepared to send a representative to these State conferences.

That is the meat of what we have sent out to our departments and our 9,000 posts to do. We believe, of course, that a good deal of talk will be indulged in at such an investigation, but we want to show you gentlemen that the Legion voluntarily is willing to let by-gones be by-gones, if we can only arouse some concerted effort to clean up the thousands of cases over the country which the figures show are still needing attention.

Now, I do not know whether you want this in the record—the news that the Rules Committee is going to report a special rule on the Darrow bill is most gratifying, for this bill was introduced at the request of the Legion and has been pushed by our representatives before the proper committee. That increases, as you know, the compensation for men taking vocational training, from $80 to $100 a month, and in the case of married men to $120 and graduated increases for whatever family they have.

On that point I want to say that in my opinion $80 a month in addition to the subsistence that these men have when undergoing vocational training is none too much for any man who has been through this war, and wounded and disabled; disabled so that he is unable at this time to go ahead with his regular vocation or want training for a new vocation. It is very little considering the small number of men, comparatively, who draw it, for this Government to give any man temporarily for having gone through what he did and now is needing it in order to live respectably while he is undergoing this schooling.

It should not be forgotten that many of these men are men that have families. If they are not married, they have sisters or mothers or other people dependent upon them.

In this connection I might call your attention to the fact that Congress did not consider the matter of money when they voted a $20 a

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month bonus to Government clerks under the civil service, nor when they raised that so-called bonus for the civil employees recently. So the small sum that will be spent in paying these men a little more money while undergoing vocational training is not wasted.

The CHAIRMAN. Have you the figures, Mr. Miller, as to how much additional this law will entail?

Mr. MILLER. I unfortunately have not the hearings with me, Dr. Fess, but you can figure it out roughly. We will say there are 110,000 men and if all of them undergo vocational training and receive on the average $120 a month, you can see that that will be—that will only total about $13,000,000 to $14,000,000.

Mr. TOWNER. That does not measure the increase. That will be the total allowance.

Mr. DALLINGER. The increase will be about $20 per man.

Mr. MILLER. Yes, sir.

The CHAIRMAN. I think about $5,000,000 is the estimate we had when we recommended it. However, that is not here nor there now.

Mr. MILLER. But I merely wanted to bring that in at this point, because I could not help but overhear what one of the witnesses said to-day, and I did not want it to go without challenging the statement that the gentleman made.

The CHAIRMAN. I might state, Mr. Miller, that any amount of money beyond what is really necessary is not the best thing for the young man in the city. If he has more than is necessary for his actual expenditures, it would not be the most conducive to his training or his education.

Mr. MILLER. Well, Dr. Fess, as long as you have brought the point up, it was given to these civilian employees here in the departments and throughout the country, and the high cost of living and everything in connection with it affect the families of the service man, as well as it does the families of the civil-service man or woman, and the amount is really so small when you come to consider it that we are very glad that Congress is going to put the so-called Darrow bill through without further delay.

The CHAIRMAN. I think it is quite generally known that Congress will not stint in any way the actual requirements of these boys, if we know what they are. Congress will not hesitate to meet it absolutely.

Mr. MILLER. I doubt whether there will be very much opposition, if any, to this when it gets on the floor.

Now, let us get back to the question of the vocational board. I have read over a good part of the testimony given here, and much has been said in the newspapers about the so-called "hard-boiled order." I notice here in part one of the hearings of March 2, the gentleman from Texas, Mr. Blanton, interrupting the gentleman from New York, Mr. Husted, when he was speaking of this hard-boiled order, intimated that no such order had ever been officially issued. Is that correct, may I ask you, Dr. Fess?

The CHAIRMAN. You mean is the testimony correct?

Mr. MILLER. Is it correct that no such order as the hard-boiled order was ever issued?

The CHAIRMAN. The board has not been on the witness stand yet, and we are confining our testimony to those who are appearing on these charges.

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Mr. MILLER. Well, I merely made the inquiry because I want to be fair, and I can not assume from what I have seen in the testimony and have read in the newspapers that such an order was ever officially drawn up, but the testimony and the reports that we get seem to show that there was a piece of paper in the files of the Federal Board for Vocational Education somewhere which contained upon it the language of this so-called hard-boiled order, and whether it was actually issued or not, I mention it to bring before you gentlemen to-day the so-called state of mind of some of the gentlemen who have the administering of this law dealing with disabled soldiers, because I think the state of mind of some of their employees has a great deal to do with this difficulty.

The fact that their advisers can only be paid $2,400 a year as a maximum has been dwelt on here to-day. I just want to touch on that in what I say. You can not get the right kind of men for $2,400 a year to act as advisers to these men that are coming up for advice unless you can get a man who has been through it himself—in other words, if you please, an ex-service man. If more ex-service men could in any way be employed by this board in dealing with their comrades, a whole lot of this trouble could be avoided because I note in the testimony, and particularly that of my friend, Mr. Wickersham, of the New York department of the legion, and Mrs. Jacobs, a number of instances are brought up which show that in some of these offices there are a number of employees who can not begin to appreciate the state of mind of the fellows who have been wounded and disabled, and it all goes back to the point I brought out in my opening statement that the American people as a whole do not appreciate and realize what these fellows have been through from the time they were hit at the front until they have come back through all of the hospitals and troopships and hospital ships till they get back on this side.

The CHAIRMAN. Do you know whether it has been the policy of the board to employ ex-service men to assist them?

Mr. MILLER. I have not been able to find in what testimony I have read and what inquiries I have made that they have been over diligent in getting ex-service people in positions where they will come in contact with the disabled man.

The CHAIRMAN. What would you think of the resolution introduced by Congressman Green of Iowa, that the board be increased by an additional member, requiring that member to be an ex-service man?

Mr. MILLER. The Green bill is a bill that the American Legion looks with favor upon, but that is only one man at he head, Doctor, who would be here in Washington with the board. You have got to have more men sprinkled out in the offices throughout the country who are ex-service men in order for them to have in their own mind a state of mind that will cause them when an ex-service man comes in, to know just what it is that he needs.

The CHAIRMAN. One of your recommendations, then, would be to employ ex-service men to make the contact?

Mr. MILLER. To employ more ex-service men to make the contact with the disabled soldier.

The CHAIRMAN. Now I do not know, but I am under the impres-

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sion that that is being done. However, no member of the board or anyone employed under the board has been before the committee yet.

Mr. MILLER. Now, I do not want to go back over too much that may have been said by some of my predecessors, but it was said here in some of the testimony, I think, that was brought out, that Mrs. Jacobs took it upon herself, representing the Red Cross, to assist as many of these fellows as she possibly could, and nobody can read over her testimony or talk to her without realizing that there is a serious gulf there between the people who do represent the Federal board throughout the country and the wounded man that comes in to receive attention.

The CHAIRMAN. May I state that I have information that Mrs. Jacobs did not represent the Red Cross, and she was asked on the witness stand whether she represented the Red Cross and she said she did not.

Mr. MILLER. Well, whatever she represents, we believe that it has been done in a spirit of good will and helpfulness, and think that she accomplished a little—what little she accomplished was in a good cause. I will not go over the testimony she gave you here, but merely desire to accentuate the fact that a number of employees of the board are not in the proper state of mind nor have they had the proper experience to equip them to receive the disabled man so that he goes away from them feeling that he has gotten everything that he should have in the way of treatment and support.

Now, a second recommendation that we would make, therefore, would be that these employees of the Federal board receive more pay, if with the increase in that pay a proper safeguard is placed on the legislation so that ex-service men, preferably those who have been wounded themselves, receive employment, and that a raise in the salaries will not merely automatically boost the pay of a whole lot of people who may be incompetent at $2,400 a year and would not be any more competent at $3,000 or $3,600 a year. In other words, if you do follow the suggestion and enable the heads of the Vocational Board to make it more attractive for the right kind of men to come into the service, properly safeguard it so that you will get those men and not merely provide for an automatic increase of the salaries of employees now working for them.

The CHAIRMAN. That defect is in the law rather than in the administration?

Mr. MILLER. Yes. With that, Dr. Fess, I am ready for you to ask me whatever questions you want.

The CHAIRMAN. Do you wish to ask the witness some questions, Judge Towner.

Mr. TOWNER. Yes. Mr. Miller, one of the recommendations that you have urged upon the committee is that there should be more employees.

Mr. MILLER. Yes.

Mr. TOWNER. So that this long waiting for attention and action would be eliminated as much as possible?

Mr. MILLER. More and better paid employees.

Mr. TOWNER. I am going to come to that.

Mr. MILLER. I see.

Mr. TOWNER. That is correct, is it?

Mr. MILLER. Yes, sir.

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Mr. TOWNER. The proposition has been suggested here, and I would like to have your opinion upon it, that instead of having 12 regional sections, divisions with central headquarters, that the matter should be a greater extent decentralized, and that contact with the soldiers should be made nearer their homes, that the larger divisions should be broken up into smaller ones and by that means more prompt attention could be given, and, perhaps, more sympathetic atention could be secured. What do you say to that proposition?

Mr. MILLER. Yes, sir. On October 9, 1919, testifying before the Committee on Rules, our first recommendation was the decentralization of the board's organization, broader powers, and more responsibilities to be given to the district officers, and directed attention to the duplication of work by those officers of the central office at Washington, that such duplication should cease.

Mr. TOWNER. How would you arrange the matter so that it would be necessary that these men should make a report to some central authority, or that there should be a central authority? You would not abolish the board, would you?

Mr. MILLER. No. We are not asking that the board be abolished. In a moment I was going to refer to a bill we introduced with reference to the consolidation of the board with the public health and with the war risk.

Mr. TOWNER. I would be glad to have your comment upon that proposition.

Mr. MILLER. The legion has drawn up a bill. It was introduced by Mr. Rogers, of Massachusetts, providing for the consolidation of the rehabilitation section of the Federal Board for Vocational Education, the Public Health Service, and the War Risk Insurance Bureau, all under one Cabinet position. We name in the bill the Secretary of the Treasury as the Cabinet officer to have all of this under him. That is in accordance with the resolutions we passed at Minneapolis and which has been introduced.

I will give you the number of the bill; I do not seem to have it here at hand.

Mr. TOWNER. Yes; I know the bill to which you refer. Your idea is to eliminate some of the delay in action on these cases.

Mr. MILLER. It would eliminate a great deal of what is commonly known as governmental red tape and would make one responsible head for all these agencies dealing with the disabled men under one head. It is H. R. 13407.

The CHAIRMAN. Will you please send that to the reporter so that it may be included in the record?

Mr. MILLER. Yes. Mark that Exhibit B. That bill has the hearty support of the American Legion and we would like it to follow, if possible, the Darrow bill, even if necessary to bring out a special rule on it.

[H. R. 13407, Sixty-sixth Congress, second session.]

A BILL To transfer to the Bureau of War Risk Insurance of the Treasury Department the care of the discharged sick or disabled soldiers, sailors, and marines, provided by the United States Public Health Service, and to transfer the vocational rehabilitation of disabled persons discharged from the military or naval forces of the United States from the Federal Board for Vocational Education to the Bureau of War Risk Insurance of the Treasury Department.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the functions heretofore imposed upon the United States Public Health Service of the Treasury Depart-

ment by an act approved March 3, 1919, to authorize the Secretary of the Treasury to provide hospitals and sanitarium facilities for discharged sick or disabled soldiers, sailors, or marines, shall hereafter be performed by the Bureau of War Risk Insurance of the Treasury Department.

SEC. 2. That the functions heretofore imposed upon the Federal Board for Vocational Education by the act entitled "An act to provide for vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States, and for other purposes," approved June 27, 1918, as amended by the act approved July 11, 1919, shall hereafter be performed by the Bureau of War Risk Insurance of the Treasury Department.

SEC. 3. That all sums heretofore appropriated for the purpose of carrying out the provisions of said acts shall, so far as unexpended, be made available for said Bureau of War Risk Insurance in the same manner as they have hitherto been available for the said United States Public Health Service and for said Federal Board for Vocational Education.

SEC. 4. That all records, files, documents, and correspondence of whatever nature which are now in the possession of said United States Public Health Service and of said Federal Board for Vocational Education as a result of its administration of said acts shall be transferred to said Bureau of War Risk Insurance.

SEC. 5. That this act shall take effect thirty days after its passage.

Mr. TOWNER. I would like to have you discuss this proposition a little further with regard to decentralization, taking, for instance, the case of New York, where at one headquarters the city of New York and the State of New York, together with the entire States of New Jersey and Connecticut, is in the immediate control and direction of one office in New York City. Is that wise action, do you think, in the interests of the soldiers?

Mr. MILLER. To have it decentralized?

Mr. TOWNER. No; to have it as it is now.

Mr. MILLER. We believe that the territory covered by that New York office is so vast and that it contains within its limits so many thousands of these men, because that section of the country supplied more than its quota of men, and the divisions and units from that territory were long engaged in battle, that the State of New York should be divided up, if necessary, into two districts in order that we can have all the cases cleared up, get them in their training, and get them on their way, so that the whole matter can be closed up. If you do not close up these cases you are going to arouse a feeling of discontent among some of the men that will not make them as good citizens and will create a feeling of what we call "bolshevism" amongst them.

Mr. TOWNER. I quite agree with you about the prime necessity of trying to rehabilitate the boys and passing on their cases as rapidly as possible. I would like to have your opinion on this suggestion, which has been made, that the congressional districts be made throughout the country with the exception of where they are in large cities, that the congressional districts should be made the unit with, perhaps, one representative of the vocation board in each congressional district, who should call to his aid the various soldiers' associations, such as the American Legion and the Red Cross and others who would be voluntarily interested in assisting in the work in order that they might have more immediate contact with the soldiers and therefore be able to pass upon them more quickly and pass upon them more intelligently and more sympathetically than they

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do to-day and advise them when they are required to report. What have you to say upon that proposition?

Mr. MILLER. And have in each congressional district an office that has authority to act?

Mr. TOWNER. Yes.

Mr. MILLER. I will say, Judge Towner, I just jotted some figures down as you were talking, to see what it would cost. If you could put through anything like that, we realize that in a great many of the congressional districts, of course, with only say, a hundred thousand or more men spread throughout the country who need this attention, there would probably be little work for some of them to do. It might, of course, be used as a means of rewarding people for political favor. But if in only a few congressional districts where the conditions are congested, it would aid in clearing up these cases and get the men on their way, we would heartily indorse it, in spite of the wastage of money that might be in other congressional districts.

It would be a very happy way of handling the situation. It would not cost, comparatively speaking, very much. You would not want a cheap man in each district. You would have to have a fairly well paid man and in each congressional district he could get cooperation from the American Legion and from soldiers' organizations very effectively. If it were done, he could through the posts find out each man in the district and the American Legion is not selfish in helping the ex-service man, no matter to what organization he belongs, and with each post in each congressional district working in that way it would not be very long before you would have the man started on his way or it would be shown that he did not want to be started on his way and his case could be disposed of.

Mr. TOWNER. There would probably be a loss, of course. There would be a considerable loss because large cities would not need and it would not be practicable to have men in each congressional district in the larger cities.

Mr. MILLER. No.

Mr. TOWNER. It would probably need about 400 men, more or less, that, as representatives of the board, and that man probably could be paid or work by some volunteer and cooperation among the various people who would be interested in it. In your judgment, would that very largely increase the cost of the work?

Mr. MILLER. No. If you had 400 men and paid them $3,000 a year and kept them on the whole year, it would only cost $1,200,000.

The CHAIRMAN. It would not take 400 men.

Mr. MILLER. It would be money well spent and would be an excellent idea.

Mr. TOWNER. You said also among your recommendations that there should be more pay for employees. I am in entire agreement with you upon that proposition.

Mr. MILLER. Not that we are particularly interested, I say to you frankly, in the pay the employees receive, but we want to get better men for the care of the disabled men.

Mr. TOWNER. That is, of course, the whole proposition.

Mr. MILLER. We are not here to secure increases for people in the civil service.

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Mr. TOWNER. You could not secure the right man or men for these specialists unless you pay them at least a reasonably fair wage for that character of service, and that probably has been a source of a great deal of difficulty with regard to loss of administration in the work. Have you any other recommendations that you want to suggest, Mr. Miller?

Mr. MILLER. None other, Judge Towner. As I say, the American Legion has been lending its efforts to this matter probably not in such a spectacular way, but we would be remiss in our duty to our constituency and to the ex-service men if we did not appear before you to tell you that we believe that this investigation, now that it has started, should really accomplish something. We wanted it to start months ago, and while we realize that it may crack some heads, we overlook that with the ultimate object in view of helping these thousands of disabled service men, to cause the Government to make good its debt of honor, and to have them started on their way and close up the whole business..

Mr. TOWNER. There was another suggestion made that I would like to have your opinion upon. In the first place, the Elks established a revolving fund of $100,000, which they have increased to $200,000 for the purpose of aiding the service men at such times as they were unable to secure other aid from the Government, and sometimes in addition to the aid from the Government, on account of want of funds or misfortunes or some unprecedented or unlooked-for thing that might cause this need. It had been suggested that the United States ought to take over from the Elks that duty. In other words, that we should establish a revolving fund as a matter of law, that it might be used for the purpose of assisting soldiers in the case of emergency, those funds being loaned to the soldiers—not given to them as a charity, but simply temporary loans that they will have to help them over their need.

Mr. MILLER. The need of the Elks' fund was conclusively shown by the number of people who took advantage of this offer and I would certainly recommend that the Government take over a proposition like this rather than let any private organization go down into their own membership and their own pockets to do something that is obviously the duty of the Government to do, and in making that statement I think that the Elks or other similar organizations are deserving of the highest praise and commendation for what they have done, as they have shown that it is needed and have shown that these honest boys paid the money back. There has not been a slacker amongst them when it came to paying back the money and they did it religiously. The need has been shown, and if it could be put through in the form of legislation before it is too late I think you ought to do it.

Mr. TOWNER. In your judgment the need for it has not yet ceased?

Mr. MILLER. No. The need for it will not cease until all of these men have been put in training, have been sent on their way.

Mr. BURROUGHS. Mr. Miller, to what extent is the disabled man at the present time, in your opinion, desirous of taking advantage of this training?

Mr. MILLER. In spite of what you hear, Mr. Burroughs, I think every disabled service man wants to obtain from his Government

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all the benefits of this training that the law allows him. You must realize that a great number of these disabled men are not themselves. A number of them may have had their wounds healed and probably appear in very good health, but the mental strain that they have been through and the upset of their minds and constitutions as a result of their experience does not really make them themselves and you want to be lenient with them when you criticize them for careless methods and not taking advantage of the Government's benefits. Be a little lenient on them for that reason.

Mr. BURROUGHS. You do not think, then, that there has come into the minds of the great bulk, or any large number, of the ex-service men a feeling that he does not want this anyway—that it is no good, and what is the use?

Mr. MILLER. I will say in answer that probably a great number of the boys who do not know about this, either through their own fault or because it was not properly put before them, probably shy at the words "vocational board" or "war risk," but that is no reason why we should not go back at them again until all cases are finally cleaned up, and then the Government would have at least done its part, and then if they do not want it and do not accept schooling let them go.

Mr. BURROUGHS. You do not think there is any large number of them poisoned against it yet?

Mr. MILLER. I do not think it is too late to get all of them to take training if they want to take it.

Mr. BURROUGHS. From your experience and observation, what type of man ought this adviser to be? You spoke of them as men you could not obtain for $2,400. What sort of a man did you have in your mind when you said that?

Mr. MILLER. I have in mind first of all as an ideal case a wounded ex-service man. He does not have, however, to be an officer, but a man who has gone through the war, and has had the preliminary education and experience, so that his advice and suggestions will be worth something. We realize you can not go out and just pick out a wounded man here and there and say because you are a wounded man we will put you down in this job. It is not fair to the wounded man to do that. But, if you can, get a man who has been through all this and put him in, or get one of them to come in at a sacrifice and handle the work, especially if it is done, as Judge Towner suggested, by congressional districts. There are thousands of volunteers in the American Legion to-day that are not getting a cent of their expenses, and I know that the legion as well as the ex-service men will loan you their support in that manner.

Mr. BURROUGHS. You have heard the statement very sharply challenged that the so-called expert, the man who has had some experience in rehabilitation work, is necessary for this sort of service, that pretty nearly anybody that has good horse sense and understands men can do it.

Mr. MILLER. Any man who has any executive ability whatsoever and understands the trials and tribulations of the service man would fill the bill.

Mr. BURROUGHS. You do not think it is necessary to get a professor or somebody who has been specially trained in rehabilitation work?

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Mr. MILLER. With all due respect to the professors, I would recommend that you stay away from the professor class. That has just been the trouble, but I have no particular individual in mind.

Mr. BURROUGHS. You think there has been too much theory rather than little of it, so that the board has been educated up to it.

Mr. MILLER. Yes, sir; that is correct.

Mr. BURROUGHS. I think that is all.

Mr. VESTAL. Mr. Miller, I feel pretty deeply upon this proposition as to the method of reaching these soldiers. It seems to me that the only practical way to reach these boys is as Judge Towner has suggested through the congressional districts. Do you not think that these small divisions with the aid of the posts, commercial clubs, charitable organizations, where they know these soldiers and know them personally, that it would be only a question of a very short time until all these boys could be taken care of.

Mr. MILLER. I do.

Mr. VESTAL. Do you not think that the practical solution of getting to these boys is in making these districts small enough that there can be a personal contact with these soldiers by the people that know the soldiers.

Mr. MILLER. And by the people that are interested in them.

Mr. VESTAL. And interested in their welfare.

Mr. MILLER. That is an excellent suggestion of Judge Towner, and if put into law and done quickly it will do the trick.

Mr. VESTAL. That is my idea about it.

Mr. ROBSION. We all know that the legion has been very active in helping to take care of the needs of the soldiers on all lines. To what extent has the vocational board employed the legion in reaching the soldiers?

Mr. MILLER. Last fall the American Legion conducted a series of investigations and published a number of articles in their official publication, the American Legion Weekly, and as it was at a time when the feeling was running pretty high here with regard to the vocational board and the various charges and countercharges being made in connection with them, there may have been some feeling between some of the people on the board and the legion organization.

We thought last fall that if the whole outfit was changed about and new personnel put in that it would be far better to start all over again; but now, six months later, we realize that if you tear the whole business down and try to build something anew it is going to be some months before they are going again. Our suggestions are that we should have a consolidation of the work of the Federal board with the War Risk Insurance Bureau and Public Health Service. Have them put under one Cabinet head. We believe that this should be done, and you should carry out the suggestion that Judge Towner has made and one or two other suggestions that were made in the last few moments. That is what you should do. You do not want to let many months more go by between the time these men are going to have vocational training and when they really go out and obtain jobs.

Mr. ROBSION. My question was, To what extent, if at all, has the Vocational Board used the legion in reaching the men? Has there been cooperation?

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Mr. MILLER. There has not been the effective cooperation there should be. This departmental conference on vocational education which was issued in our bulletion of March 30 is one of the most practical efforts of real cooperation, and you will observe that Mr. Lamkin has arranged to send a man to each one of these conferences.

Mr. ROBSION. I notice in my own congressional district, made up of 15 counties and what you would call a rural district, very few men, so the report says, are taking vocational training, and in every case they are fellows that live at county seats. In that district there were 11,000 soldiers, and perhaps 8,000 or more of them came from the country, as you might say—off of the farms and from the mines—and yet there is not a single man taking vocational training from the country section, as I remember the report; each one comes from the county seat.

Mr. MILLER. That goes back to the time when those men left the hospital, and through somebody's fault they did not know the benefit to be derived from this vocational training, and going to their country districts, where perhaps only country newspapers circulate, they simply do not know anything about the benefits they have accruing to them.

Mr. ROBSION. Does not that prove the fact that the soldier is not being reached generally?

Mr. MILLER. It does if condition are everywhere as they are in your own district, most certainly.

Mr. ROBSION. Has the legion made any estimate of the number of men that they think are entitled to this training?

Mr. MILLER. No, sir; we have only taken the official figures which we have received from the board and which are generally credited. I have already referred to them in my own testimony, if you want to look them over. I will not put them in again at this time.

Mr. ROBSION. Now, if the plan that has just been discussed here should be carried out, how long do you think it would take to close up the matter of vocational training in this country?

Mr. MILLER. I think if the Towner plan were put into effect that we would get the men started so fast that it would be difficult to take care of them all at one time. I really do not know what facilities the board has for schooling them. But it would move things. Now, if you do not start them, you are never going to get them there.

Mr. ROBSION. Under the present law and the plan as it is being worked out, how long do you think it would take?

Mr. MILLER. I think, Mr. Robsion, it is not how long it would take. I think the condition would be brought about where thousands of men will not be reached and they would become so disheartened with the state of affairs that they will never apply for vocational training. I think it is essential for a Nation-wide clean up by a campaign conducted as we discussed here to-day.

Mr. ROBSION. Do I understand your testimony to make criticism, if it might be called criticism, that the board as it is presently constituted, as the complaint is, that it is not reaching the soldiers?

Mr. MILLER. I should say the complaint is of the board as it is now operating. I am not dealing in personalities with the make-up of the board in any way——

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Mr. ROBSION. Certainly.

Mr. MILLER. It is such that the men will not be reached as they should be, and it will soon be too late to get them all.

Mr. ROBSION. And this delay is discouraging to the soldiers throughout the country?

Mr. MILLER. You do not have to talk to many of them to find out that they are giving up, and those who are different kind of men than some are turning into anything but good citizens. Why, two of these men that were in the shooting at Centralia, Oreg., had as fine battle records as any men that went into Europe, and it was because of the discouragement and treatment they have run up against that they were turned into I. W. W.'s

Mr. ROBSION. What is the chief complaint or criticism of the present plan?

Mr. MILLER. The present complaint of operation?

Mr. ROBSION. That is, in dealing with the disabled soldiers?

Mr. MILLER. We have been discussing it here rather disconnectedly for some time.

The CHAIRMAN. It is in the record.

Mr. ROBSION. I want to get at what he claims to be the chief complaint and criticism.

Mr. MILLER. I want to give it concisely. I said that I do not think that the American people as a whole appreciate the position that these disabled men are in nor do they understand their state of mind; and to make that point stronger I endeavored to show you the experiences of the average wounded man from the time he was hurt until he got here and to show you that unless the men dealing with the matter have been through the same thing, or understand what it is, the wounded man is not going to get the proper support and effort from the people who are employed by the Government to look after him.

Now, another point I made was that more service men—wounded men, if possible—should be employed in the contact with these men as advisors with them. The Federal board should be enabled to pay these men more than $2,400 a year.

Another point was the approval of the plan Judge Towner mentioned today: Further consolidation of the Public Health, War Risk, and Rehabilitation section of the Federal board under one Cabinet officer, namely, the Secretary of the Treasury.

Mr. ROBSION. But my question is directed to any criticism, or your chief point of criticism against the Vocational Board as it is now operating.

Mr. MILLER. As I said, we are not out to get anybody. We want to get the matter cleaned up and have these disabled men attended to.

Mr. ROBSION. I want to find out where the chief weakness is.

Mr. MILLER. I think one of the chief weaknesses is that back at the start the board got off on the wrong tack. They had a lot of men in their employ, and members of the board themselves were not temperamentally fitted to deal with this great problem of the reconstruction and training of disabled men. As far as the Cabinet members of it are concerned, they have their own executive duties and have not enough time to give to these vital problems.

Mr. ROBSION. I agree with you that some men should be selected that have a point of view in common with the disabled soldiers. To

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what extent has the vocational board employed that class of men to take care of these soldiers?

Mr. MILLER. They have been restricted to the civil service. These men are brought under civil service, Mr. Holder, are they not?

Mr. HOLDER. Yes; over 50 per cent of the male employees are ex-service men, particularly those who have to deal with vital decisions.

Mr. ROBSION. You will find that the soldier, especially the wounded soldier, when he gets back here has an entirely different viewpoint from what he had when he left the home and went into the service.

Mr. MILLER. Yes, sir; because I will say this, Mr. Robsion: That the great bulk of the ex-service men, whether wounded or not, have a feeling that there is a big gulf between those who served, or were privileged to serve, and those who did not serve, and especially those who could have served if they had wanted to.

Mr. ROBSION. For instance, many men who have left to go into the service with two good eyes, two good hands and legs, and in many instances good positions, have come back with only one eye, one limb, or their health gone, and their prospects in life are greatly lessened. Do you want some men to deal with them that can understand the situation, sympathize, and help to put them on their feet?

Mr. MILLER. Yes, sir. I used the word sympathize, and there is certainly enough time for the employees of the Government when dealing with these men to see that they do not have to wait, and give them sympathy if they see that it is needed.

Mr. ROBSION. These boys returned here after accomplishing so much for their country and then they deal with many of the clerks at this bureau and being delayed months and months, as you say, it may turn good men into bolsheviks or any other class of citizens except good citizens.

Mr. MILLER. I need not go over the testimony you have had offered from other witnesses as to the thousands and thousands of cases that have brought this about.

Mr. ROBSION. You want to emphasize first that there must be quick action and then sympathetic action in dealing with the soldier.

Mr. MILLER. That is essential to get this matter cleared up as the Government intended it.

Mr. VESTAL. What do you know about the conditions in the hospital as to whether or not the wounded men are being reached by any member of the Federal board in the hospitals?

Mr. MILLER. I know that last summer or last fall they were not being reached, but there has been an improvement and a vast improvement in the liaison between the representatives of the board and those who are in the hospitals because rumblings last fall and last summer in Congress and through the American Legion were enough to make any sensible lot of men take heed and change the system.

Mr. VESTAL. You have no complaint to make at this time as to the board reaching these men in the hospital and letting them understand about this training?

Mr. MILLER. The liaison is going on as well as it can, as I understand it. But it all goes back, Mr. Vestal, the whole unhappy business, to the lack of the people's understanding of what war meant and what the subsequent reconstruction period is going to mean. In other words, we were not prepared for the condition after the war, any more than we were before the war.

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Mr. VESTAL. I think that is all.

The CHAIRMAN. Before you are excused, Mr. Miller, reverting to the use of the Elks' fund, there might be a wrong impression gleaned. It might appear that the Government has been depending upon some outside resources for the money. In view of the fact that in the beginning most of them were voluntary, it was thought we had better utilize all of that element in the framing of the law and we put this provision in the law:

The board is hereby authorized and empowered to receive such gifts and donations from either public or private sources as may be offered and any additional moneys received as gifts or donations shall be paid into the Treasury of the United States and shall constitute a permanent fund to be called "special fund for vocational rehabilitation."

Mr. MILLER. Is that the act of July 11, 1919?

The CHAIRMAN. No; that is the original act, the rehabilitation act of June 27.

Mr. MILLER. Then they foresaw at that time that there might be need for it.

The CHAIRMAN. Not only that, but there might be some one who wanted to do this, and the Government thought it would be perfectly proper to receive it; and, in view of the Government's utilization of the Elks' fund, there might be the wrong idea that the Government had to depend on an outside source. This is in agreement with the law, to receive such donations. I agree, and I think the members of the committee agree, that the Government should not depend upon any outside amount, but if some one wanted to contribute a donation or a fund for that particular work we ought not to decline to take it.

We are very much obliged to you, Mr. Miller.

Mr. MILLER. I thank you, sir.

STATEMENT OF MAJ. WILSON H. HENDERSON—Resumed.

The CHAIRMAN. Some members of the committee wanted to ask you questions again, if you will please resume the stand.

Mr. VESTAL. Major, as I remember your testimony, you stated that you thought the process of education should be continuous?

Maj. HENDERSON. Yes, sir.

Mr. VESTAL. Do you mean to say there should be also continuous authority? Did I understand that?

Maj. HENDERSON. The difficulty is this: A man starts under one organization, and when he leaves the authority of that organization it is necessary to be reexamined, to go through the red tape of being reassigned, and there is necessarily a break in there of a month or so, and in that break the man will accept employment somewhere and leave.

Mr. VESTAL. Do you not think there should be sufficient coordination so as to make a continuous process of education, and coordination between the board and the Army? Do you not think that could be done?

Maj. HENDERSON. Yes, sir.

Mr. VESTAL. And it ought to be done?

Maj. HENDERSON. Yes, sir; undoubtedly.

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Mr. ROBSION. Then, as I understand, the training of some men was completed before they left the hospital?

Maj. HENDERSON. Yes, sir.

Mr. ROBSION. Does that cover any material number or only a few?

Maj. HENDERSON. I should say that the number of men we take in our educational work in the hospitals would cover 3 or 4 per cent of them.

Mr. ROBSION. And were all of them retained in the War Risk that received vocational training?

Maj. HENDERSON. Yes, sir

Mr. ROBSION. Could not the same men be reached if the law should provide that there could not be this change of training? For instance, one man be changed some three or four times. How would you obviate that condition or remedy that situation of changing the men's training?

Maj. HENDERSON. A man will voluntarily complete the training that he has started, and through the advice and sometimes through the mandates of the second organization he will change his training under orders.

Mr. ROBSION. How do you think it should be determined as to what training a man should receive? Who should determine that?

Maj. HENDERSON. I think that within limits, as I stated previously, a man should be allowed a choice. I think that is his right as an American to determine his vocation.

Mr. ROBSION. He should be allowed a choice?

Maj. HENDERSON. Yes, sir.

Mr. ROBSION. If you should give the man his choice, what right would the board have?

Maj. HENDERSON. The board would give him the advice and give him the necessary data in order that he might make an intelligent choice. The difficulty is this. A man goes in and states, for example, that he would like to become a watchmaker and like to work in a watch factory. It is his right to do that, but when it is explained to him that the pay of watch factories is very low, that his chances of securing employment are meager, he would change that of himself. It is the adviser's duty to supply him such information.

Mr. ROBSION. Did you speak of another man that wanted to be a Baptist preacher?

Maj. HENDERSON. I think in that connection the right adviser might have talked him out of that.

Mr. ROBSION. But if unable to talk him out of that, what course would you pursue?

Maj. HENDERSON. In that particular case it would seem that somebody should have ordered him or told him that we would not spend money trying to make a Baptist preacher.

Mr. ROBSION. Was he an exception to the rule?

Maj. HENDERSON. Within limits.

Mr. ROBSION. But the men having reached their majority and had experience and so on, you feel that in the great majority of cases their wishes and will should control?

Maj. HENDERSON. Yes, sir; and I think that is the point that makes the difficulty. The local adviser has not authority to make decisions as to what courses this man shall take. That is then referred to

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higher authority. The higher authority attempts to make the choice of training without seeing the man.

Mr. ROBSION. They do not see the man or talk with him?

Maj. HENDERSON. They see a folder.

Mr. ROBSION. They do not see the spirit in the man but simply the cold record, and you feel that they make a great many mistakes in that way?

Maj. HENDERSON. Undoubtedly, they will be changed again and again. The difficulty is this, that with such a man as that, if you had a place, as I mentioned, you might try him out, so that a man might have a try-out. A man would come in and say he would like to be a jeweler. We find that he has the coordination of muscles that he might become a jeweler, that the adaptability of that particular man—although he was in the boilermaker trade, and his right leg has been amputated—was such, when they followed that case up here in Washington, that there was nothing to show why he should not become a jeweler. He had undiscovered talent, and they tried out braces which helped him for a couple of months, and they found out he had talent in that direction, as a jeweler. The man himself can not choose without some try-out like this. We have to experiment in that way. There has not been that coordination of efforts in the board. With such a man, with an injury like that, it may take just some little understanding of his case to fit him in. It becomes the job to teach him on a machine and to be able to get him to work there, and meanwhile to make a thoughtful decision in just what particular job to try him out. He becomes interested and decides to take courses of training, in the particular job that there is. It is so in the lines of industry.

Mr. ROBSION. Would you only give him advice or suggestion of industry?

Maj. HENDERSON. Try him out.

Mr. ROBSION. In other words, make a thorough diagnosis of his case.

Maj. HENDERSON. It can not be made on paper simply by looking at the man.

Mr. ROBSION. Most of your evidence has been directed toward a constructive program or suggestion. Just in a few words, what is your chief criticism to the training or to the carrying out of the law as it is now being carried out, as to the present system that is in use and that has been in use?

Maj. HENDERSON. I think the place where the friction comes is in the matter of the adviser's authority. I would not accept a position with the Federal board as an adviser without authority to put my advice into practice if the man consented, or when the soldier requires occupational work, without seeing, when the coordination is determined, that he is well coordinated, to give him that, and that becomes final and the man must understand it is final, when he has made a decision to me, when I have said to him what I think he is qualified to fill. It is impossible for any man, regardless of who he is, to get a reasonable interview with the soldier without the authority to do business. It is the salesman's decision without authority to sell.

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Mr. ROBSION. You think that when the adviser and the soldier agree to it, when that case comes to the central office and you are both turned down, that, of course, obviously does a great injury to the prospects of the soldier?

Maj. HENDERSON. A salesman, to put it in those terms, can not do business unless he has authority to sell to the man he is talking to. If a man is selling, when he has a chance to sell, he has to sell right then.

Mr. ROBSION. You can not interest the prospective buyer unless you have the authority.

Maj. HENDERSON. I think that is the difficulty, and the difficulty is lacking the facilities for the man who does not fit into the conventional school system. This man with the fifth grade education who wants to take up some occupational work, it is impossible to find for that man, a school in which he will fit.

Mr. ROBSION. Is there a large percentage of cases of that kind?

Maj. HENDERSON. A very large percentage.

Mr. ROBSION. And to that extent the system is proving to be a failure, is it?

Maj. HENDERSON. Yes, sir.

Mr. ROBSION. That is all.

Mr. TOWNER. The only thing that can be done in a case of that kind is simply to send a man to school, is it not?

Maj. HENDERSON. You mean with the fifth-grade man?

Mr. TOWNER. Yes.

Maj. HENDERSON. The existing schools, for men such as that fifth-grade man, do not meet the situation as they are for children and he will not go to them.

Mr. TOWNER. I am not speaking of that. I do not want him to go to a children's school. What he needs is to be advised and some means ought to be provided to give it to him.

Maj. HENDERSON. A school for adults, for soldiers, preferably.

Mr. TOWNER. There are night schools for adults, are there not, in a great many cities?

Maj. HENDERSON. Evening schools but not day schools.

Mr. TOWNER. I said night schools.

Maj. HENDERSON. Yes, sir.

Mr. TOWNER. There are a great many soldier boys who have been attending the night schools?

Maj. HENDERSON. Yes, sir.

Mr. TOWNER. As I understand it, the principal difficulty in that case is that there are not adequate facilities of that kind for training for boys.

Maj. HENDERSON. Along with it there is this also: For instance, if a man wants to become a painter, and he needs an education, and at the same time needs vocational education, he can not get it in an evening school.

Mr. TOWNER. Certainly not.

Maj. HENDERSON. He needs a school of vocational education.

Mr. TOWNER. A great many of these boys have been sent to general schools where their associates are adults—advanced schools. There is no way of meeting those difficulties, as you say, unless one man can have a sufficient education to base his technical education upon.

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I was interested in what you said with regard to the advice given to the soldier as to what vocation he should choose. Originally, when we had the original act under formulation, it was intended that a representative of the board should go to each one of the hospitals and act in an advisory capacity with the surgeons who had charge of the case in the hospitals. Of course, the supreme authority in the hospitals up until the time of discharge is with the officer or with the surgeon, and it would be his responsibility to determine what vocation, if any, he should follow, while he was within the hospital. Some of the treatment is vocational in its nature. Now, that being true, the responsibility for a vocational education of the soldier while he was yet undischarged and while he was yet in the hospital would be with the military authorities, would it not?

Maj. HENDERSON. Yes, sir.

Mr. TOWNER. It would only be in an advisory capacity that the representatives of the board could act. If a man had been discharged, then that authority would shift from the medical to the vocational board and it would be for them to decide what the man should follow. Do you know in your experience what proportion of the men have been refused the training which they themselves desired?

Maj. HENDERSON. I could not say as to the proportion. I know of four men who read physicians' bulletins on the medical profession for disabled soldiers and applied for training for physicians and were refused.

Mr. TOWNER. Was that while they were yet in the hospital?

Maj. HENDERSON. They were in the hospital and interviewed the representative of the Federal board in the hospital. They made application for it so that whatever time they left the Army there would be no gap between their discharge and going on the pay roll of the Federal board.

Mr. TOWNER. Before the refusal came from the vocational officer?

Maj. HENDERSON. Yes, sir.

Mr. TOWNER. Upon what grounds was the refusal based?

Maj. HENDERSON. On the ground of lack of previous education and what he thought ought to be adaptability.

Mr. TOWNER. What would you think as to the wisdom of the decision in this case?

Maj. HENDERSON. It was about fifty-fifty. In the case of two of them I would not agree with the representative of the Federal board. This is my own opinion. In two they should have been allowed to go on. As I said before, we have promised that man he could have the education that would fit him for an occupation of his choice, and the man should have the right and opportunity to take something of his own choice.

Mr. TOWNER. It is rather a long road for a man, for instance, who has a fifth-grade education, to start to become a physician.

Maj. HENDERSON. There is no question about it. But if we promised it to him we ought to make good on it.

Mr. TOWNER. I am not raising any issue. I am just speaking about the fact. So far as my own feeling is concerned I entirely agree with you that whatever promises are made should be carried out, and so far as my own personal feeling is concerned, I feel no matter how long it takes or how much it costs it ought to be done.

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Maj. HENDERSON. Referring to the testimony of Mr. Miller, in reference to sympathizing with the men; a man who is disabled is thinking over the proposition of what is going to become of him in the training, and he has found one of these bulletins that says he will be trained for the occupation of his choice and he is hanging onto that and the letters that they write on the chance that he can become a doctor, perhaps. He has seen medical men working in that hospital; he has built himself a castle in the air that he will be a doctor. and when he comes to the place that he can not get it then the boy lets down and gives it up, and it is in that way the complaints grow.

Mr. TOWNER. Of course, the feeling of disappointment and discouragement and, perhaps, despair, would be just as serious with the man who could not possibly obtain his choice as it would be with a man who could obtain it. There must be some instances of this among those where the man who makes a choice of his profession or of service of any kind would be refused because it was impossible for him to have that?

Maj. HENDERSON. I think in that case if we could show the man that he had a fifth-grade education and to become an M. D. it will require a year of preliminary training, four years of high school, four years in college, and two years in an interneship to make him an M. D., pointing out that is a matter of 14 or 15 years, he would either say, "I will go through the 15 years," or, "I guess I had better choose something else."

Mr. TOWNER. And if he did say he would go on with the 15 years, that would be an indication that he would make good?

Maj. HENDERSON. Yes. I would like to point out an instance. A man may have been interviewed by a special adviser in the district and then he himself may have gone to the Pittsburgh district and then the papers have been sent to him there. We had a case where a surgeon wrote: "I am still waiting for the Federal board to act on the case." I immediately got into touch with the local representative of the Federal board and told him about the case. Within 24 hours there was a wire in Pittsburgh to call on the man, Surg. Bull, at a certain place, and I got a letter back that the man's training had been started. It is a matter of losing contact, and that is the difficulty in the divided authority. It is the loss of authority with the man.

Mr. ROBSION. Maj. Henderson, you do not undertake to speak of the condition at the New York office, do you?

Maj. HENDERSON. No, sir.

The CHAIRMAN. We are very much obliged to you. Let me say to the committee that I have a letter from Timothy Furphy, stating that Mr. Joseph Furphy, who was to appear here to-day by subpœna, is ill in bed, and I also have a certificate of his doctor, stating that he is too ill to leave home. That accounts for his absence. There is another man who was subpœnaed, Mr. Rudolph Faber. I have no report from him. The investigation will proceed to-morrow in the forenoon.

(Thereupon the committee adjourned to meet again at 10 o'clock a. m., Thursday, April 8, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, D. C., Thursday, April 8, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will come to order. Mr. Campbell, you may be sworn.

(The witness was duly sworn by the chairman.)

STATEMENT OF MR. GORDON M. CAMPBELL, 12 LINCOLN STREET, MIDDLETOWN, N. Y.

The CHAIRMAN. You may give your name and address to the stenographer.

Mr. CAMPBELL. Gordon M. Campbell, 12 Lincoln Street, Middletown, N. Y.

The CHAIRMAN. Mr. Campbell, you were in the service?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. When did you enter?

Mr. CAMPBELL. July 18, I think it was, 1918.

The CHAIRMAN. Were you overseas?

Mr. CAMPBELL. No, sir.

The CHAIRMAN. Where were you in this country?

Mr. CAMPBELL. Pelham Bay.

The CHAIRMAN. What branch of the service?

Mr. CAMPBELL. The Navy.

The CHAIRMAN. When were you discharged?

Mr. CAMPBELL. January 13, 1919.

The CHAIRMAN. What was your disability rating?

Mr. CAMPBELL. It was 80 per cent disability when I left.

The CHAIRMAN. What was the matter?

Mr. CAMPBELL. They did not give me any definite answer as to what it was, but I had the "flu" and it settled in my back and my right leg.

The CHAIRMAN. What do you receive in the way of compensation?

Mr. CAMPBELL. Not a thing.

The CHAIRMAN. From the War Risk Bureau?

Mr. CAMPBELL. Not a thing.

The CHAIRMAN. You were discharged with 80 per cent disability?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. You said that was in January?

Mr. CAMPBELL. January 13, 1919.

The CHAIRMAN. Over a year ago?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. Did you make any application for compensation to the War Risk?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. When?

Mr. CAMPBELL. Before I left the naval base hospital, Pelham Bay Park, N. Y.

The CHAIRMAN. What was their reply?

Mr. CAMPBELL. They told me to fill out a questionnaire. I did; and I have heard nothing from them since.

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The CHAIRMAN. Since that time?

Mr. CAMPBELL. No, sir; with the exception of blanks to be filled out, questionnaires for the medical people.

The CHAIRMAN. So you received nothing from the War Risk Insurance?

Mr. CAMPBELL. No, sir; not 1 cent.

The CHAIRMAN. Did you apply for vocational training?

Mr. CAMPBELL. I did, sir.

The CHAIRMAN. When?

Mr. CAMPBELL. At the same time.

The CHAIRMAN. Where?

Mr. CAMPBELL. Pelham Bay Park.

The CHAIRMAN. Had you been in the hospital?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. Had anybody visited you in the hospital to talk about vocational training?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. About when, do you remember?

Mr. CAMPBELL. It was just before I was discharged from the hospital.

The CHAIRMAN. That was January 13, 1919?

Mr. CAMPBELL. Yes, sir; just a few days before.

The CHAIRMAN. When did you leave the hospital, at the time you were discharged?

Mr. CAMPBELL. No; I left the hospital about two or three days before and then I was transferred to the main camp, and discharged from there. I could not be discharged from the naval base hospital

The CHAIRMAN. Have you made any other application for training? Just proceed, Mr. Campbell, in your own way and tell the committee your experience.

Mr. CAMPBELL. From the time I left the hospital?

The CHAIRMAN. From the time you were discharged. What is your relationship to the Federal Board for Vocational Education? What did you try to do and what has been done for you, if anything?

Mr. CAMPBELL. When I got out I made application for vocational training, and then I was released. I was sent home.

The CHAIRMAN. Where did you make this application?

Mr. CAMPBELL. My first application was made from the camp at Pelham Bay Park. Then when I reached home there was another blank there which I had filled out and sent in to the Vocational Board.

The CHAIRMAN. Where did you send that?

Mr. CAMPBELL. To 280 Broadway, I believe.

The CHAIRMAN. New York—that is what I wanted to get at.

Mr. CAMPBELL. Yes, sir. It was sent to New York.

The CHAIRMAN. Proceed.

Mr. CAMPBELL. Then I heard nothing else for quite some time, and then I received some more of these blanks to be filled out for physical examination, and I complied with those.

The CHAIRMAN. Do you remember what time this was? We are trying to get at whether there was any delay.

Mr. CAMPBELL. There was quite some delay.

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The CHAIRMAN. Can you give the date when you first made application, and then when you made it the second time, so as to let the committee know whether there is some delay.

Mr. CAMPBELL. After I filled out the blanks for training I received a lot of medical examinations, but they all referred back to the training. They sent me a medical report to have filled out, and then it kept on like that, and I have been receiving medical reports ever since. Each one I had filled out. In correspondence I had with them they each time claimed that my medical reports were holding up the case.

The CHAIRMAN. Have you ever made personal application? Did you appear in person to the board at any time?

Mr. CAMPBELL. No, sir.

The CHAIRMAN. Were you ever examined by the office?

Mr. CAMPBELL. Several times.

The CHAIRMAN. Outside; after you left the hospital?

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. Where?

Mr. CAMPBELL. When I had the blanks they were sent to my home, and I was told to report to Dr. S. L. Truex.

The CHAIRMAN. Did you report to him?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER (presiding). Where was the doctor? Where did you go to be examined?

Mr. CAMPBELL. To his home or office, 21 Washington Street, Middletown, N. Y.

Mr. TOWNER. Can you give us the date of the first time you were examined under the auspices of the Federal board?

Mr. CAMPBELL. I can not give you the dates. I can give you the month and year.

Mr. TOWNER. That is near enough.

Mr. CAMPBELL. I started in January 13, when I was discharged.

Mr. TOWNER. What year?

Mr. CAMPBELL. 1919; January 13, 1919, I was discharged. I had a bad condition of the spine and sent in application for vocational training at the time of discharge. I also applied for compensation. Now, in May, 1919, I was reviewed by the Federal adviser and all papers necessary for training made out at this time; and a physical examination.

Mr. TOWNER. May, 1919?

Mr. CAMPBELL. Yes, sir. In July, I was resurveyed by the Federal advisor. The second physical examination was October, 1919, and a second resurvey by the Federal advisor. The third physical examination was November, 1919; that was the third survey by the Federal advisor. The fourth physical examination was in December, 1919; the fifth physical examination required by the board—

Then I received another one in December, 1919, which was the sixth. Since then I have received questionnaires to have filled out for physical examination. I think the last one was in January, 1920.

Mr. TOWNER. Have they ever given you any report as to your status? Have they ever notified you that you were qualified for vocational training?

Mr. CAMPBELL. Yes, sir.

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Mr. TOWNER. Please give us the date and statements that were made regarding that.

Mr. CAMPBELL. Before I go any further, I took this up with the Red Cross in the Middletown Chapter, Middletown, New York.

Mr. TOWNER. Give us the date of that as near as you can.

Mr. CAMPBELL. I believe it was in February, 1919.

Mr. TOWNER. To the best of your recollection?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. Just go on with your statement.

Mr. CAMPBELL. This is a letter received by the Red Cross in their efforts to obtain training for me.

Mr. TOWNER. The Red Cross took the matter up with the vocational board and the vocational board wrote to the Red Cross stating that you were entitled to vocational training?

Mr. CAMPBELL. I could not say that they stated I was.

Mr. TOWNER. What did they report?

Mr. CAMPBELL. They asked for details of my case and through their correspondence one thing led to another.

The CHAIRMAN. Proceed.

Mr. CAMPBELL. Here is a letter received, dated December 5, 1919. It is from Paul Franklin, liaison officer, A. R. C., of the Federal Board.

We regret that yours of the 20th was not given more prompt attention. But we had hoped to be able to give you more definite information by delaying our reply. The six months' course in mechanical drafting at City College was recommended for this man and subsequently a recommendation was made that the course be extended for a period of two years. Final approval has not come through in the case as yet. We are making an effort to have the matter pushed through to completion.

PAUL FRANKLIN.

The CHAIRMAN. What date was that?

Mr. CAMPBELL. December 5, 1919.

The CHAIRMAN. Is that the last notification you have had from the board regarding the case?

Mr. CAMPBELL. Pertaining to these courses in the City College it is.

Mr. TOWNER. Did you notify any representative of the Federal board what course you wanted to take there? If so, whom, and at what time?

Mr. CAMPBELL. Yes, sir; the first one was before I left camp.

Mr. TOWNER. What person was it—a representative of the Vocational Board?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. Was it a representative of the War Risk Insurance Bureau?

Mr. CAMPBELL. The Federal board.

Mr. TOWNER. Did they at any time, or did the board at any time, ever make any statement to you except that which you have just read into the record?

Mr. CAMPBELL. In regard to school?

Mr. TOWNER. Yes.

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. When was that and by whom?

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Mr. CAMPBELL. Here is one letter dated July 15, 1919:

DEAR SIR: Under date of June 30, we wrote you saying that we should recommend that you enter Pratt's Institute, Brooklyn, N. Y., upon condition that you were able to pass their entrance examinations.

Please advise this office whether you have taken your entrance examinations for that institution or whether you prefer to go elsewhere. A prompt reply is requested.

Very truly, yours,

ARTHUR W. GRIFFIN,
Acting D. V. O.

Mr. TOWNER. What answer did you make to that letter?

Mr. CAMPBELL. I wrote and told them that I had not taken any examination as yet. Then, I believe, I received another letter.

Mr. TOWNER. Did you state that you would or that you preferred to go to some other school?

Mr. CAMPBELL. No, sir; I said that I would take it.

Mr. TOWNER. Then, you say, you received another letter?

Mr. CAMPBELL. I received a letter from them on the 16th of June, 1919:

"We suggested Rutgers because we thought it was nearer your home."

This was on June 16, 1919, and I wrote to them, a letter to Rutgers, asking them for a catalogue. And when I received it it proved to be only a preparatory school, and I did not want that.

The CHAIRMAN. Is this at New Brunswick, N. J.?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. Then did you notify the board that you did not care to go to Rutgers?

Mr. CAMPBELL. I asked them why they wanted me to go to Rutgers, and they told me it was nearer my home.

The CHAIRMAN. What reply did you make to that?

Mr. CAMPBELL. They stated also in that letter that if I would rather go to Pratt's they would see about it. I have not heard anything about it since then.

Mr. TOWNER. Did you notify them you did not want to go to Rutgers because it was only a preparatory school?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. And you still desire to take the examination if approved?

Mr. CAMPBELL. I do not believe I stated that I would take the examination.

Mr. TOWNER. You had previously stated that to them?

Mr. CAMPBELL. Yes, sir; but if I did not, they would understand that, because I could not have entered unless I took the examination.

Mr. TOWNER. What reply, if any, did you receive from the board when you notified them that you still wanted to go to Pratt's?

Mr. CAMPBELL. I think the next reply came back for a physical examination again.

Mr. TOWNER. Every time when they could not or did not arrange for your being sent to school, they ordered you to take a new examination?

Mr. CAMPBELL. I could not state that definitely or honestly, but I really think so.

Mr. TOWNER. Has that status been continued from that time on until the present time?

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Mr. CAMPBELL. You mean about the school?

Mr. TOWNER. Yes; in determining where you shall go and in definitely stating what shall be done with you. I wonder if that is the last letter—that you gave, December, 1919—is that the last letter you have received from the board regarding your training, except orders for examinations; I do not care for them. Is that the latest letter you received in regard to the training, and, if not, will you please put into the record what statement they made?

Mr. CAMPBELL. The last reply I got as to any schooling was December 5, 1919. It is in reference to the City College.

Mr. TOWNER. Is that in the record?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. Since that time the matter has just remained in that condition?

Mr. CAMPBELL. Yes, sir; pertaining to the real suggestion of any school, it is; but I received correspondence, and each time they wanted some physical examination, or something of that sort. They asked for a certified copy of my discharge, and here it is.

Mr. BRAND. Was that after that December letter?

Mr. CAMPBELL. No, sir; before.

Mr. TOWNER. You sent them a certified copy, and they answered every time by calling upon you for another physical examination?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. I believe that you stated you never received any compensation from the War Risk Bureau?

Mr. CAMPBELL. Not one cent.

Mr. TOWNER. Did you have anybody take that up with the board, Mr. Campbell?

Mr. CAMPBELL. Through the Red Cross.

Mr. TOWNER. Were they able to get any arrangements made for you?

Mr. CAMPBELL. (No response.)

Mr. TOWNER. What was the reason, was any reason assigned?

Mr. CAMPBELL. They sent me one of those questionnaires to have it filled out and it was sent to 280 Broadway, and I became real sore about it, in plain words, and I sent them quite a snappy letter. I think I have a copy of it here.

Mr. TOWNER. I think we would be glad to have that placed in the record.

Mr. CAMPBELL (reading):

Subject: In connection with my claim for compensation which is due me on account of my condition.

I received your letter requesting me to appear before you, with transportation inclosed. I am at the present time unable to appear before you and if you will kindly look up my records which are somewhere in your possession, you will see how, or rather, in what condition I was in when I was discharged from the Navy.

If I am entitled to compensation, and I think I am, I want it, otherwise I do not want it.

Kindly advise as to whether or not I am so entitled to same.

Yours, very respectfully,

GORDON MCLEOD CAMPBELL.

JUNE 18, 1919.

Mr. TOWNER. Did they reply to that letter of yours?

Mr. CAMPBELL. Yes.

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Mr. TOWNER. Have you got that letter?

Mr. CAMPBELL. I do not know if I have it or not.

Mr. TOWNER. State in substance what they said to you.

Mr. CAMPBELL. They said that compensation can only be settled by Washington authorities, but not at the office of 280 Broadway. Then I received some word that a physical examination was necessary, and to be sent to 280 Broadway. Why did they send me that letter?

Mr. TOWNER. Was not that with regard to establishing your status with the Vocational Board for Training? I am speaking now about war risk. I wonder why they did not pay you, in view of the fact, as I understand it, that you were discharged with 80 per cent disability.

Mr. CAMPBELL. Yes, sir.

The CHAIRMAN. Do you know who your Congressman is?

Mr. CAMPBELL. Mr. Platt.

The CHAIRMAN. You never corresponded with him?

Mr. CAMPBELL. No, sir. Here is a letter dated March 16, 1920.

The CHAIRMAN. That is a late date.

Mr. TOWNER. Is that from the War Risk now?

Mr. CAMPBELL. No, sir; this is from the Red Cross. It is from the Director of Civilian Relief, 44 East Twenty-third Street, New York City, Miss E. Blanchard, secretary, in the matter of Gordon Campbell, 12 Lincoln Street, Middletown, N. Y., discharged January 13, 1919:

Yours received stating that a communication from Mr. Franklin advises you that the above-named young man has never reported for his physical examination. We wish to state that Campbell has been notified to report to the Public Health physician for a physical examination on several occasions and has complied with your request each time. He has had so many examinations that he is ashamed to go to Dr. Truex and ask for another report. Dr. Truex states that all reports have been sent in to the Federal board and as many times as they have been requested. This we can verify, as we have been looking after this one point. After two or three have been sent in your letters would come back, saying:

"We have no medical report, and this is holding up your case." These reports have been sent through every line of mail to make sure that some of them, at least, would get in some one's hands, which we have no doubt but what they did, as they were sent by special delivery, straight mail, and registered mail. Why is it that after Campbell has been working, as well as ourselves, for almost a year on this one case you dig out copies of letters that are six months old? We consider this old literature, as there are plenty of more recent communications that you could or ought to produce, and that they have asked time and time again to get some action by this time. This boy feels that this time has been wasted and is completely discouraged. He has tried to comply with every request that has been made, and he feels that the board does not intend that he shall have what has been promised to him. I am afraid that we are not going to persuade Campbell to go for another examination, as I stated before; he says he is ashamed to ask Dr. Truex for another report. Why is it that the two reports sent in to that board—one in February and one in March—are not sufficient medical data to settle this case? Of course, we realize that the call for more medical reports is the one sure way that the board has for the holding up of this boy's training, and Campbell realizes it as much as we do.

We are still waiting for the report as to why this boy's case is held up.

Very truly, yours,

SECRETARY.

The CHAIRMAN. Who wrote that?

Mr. CAMPBELL. Miss E. Blanchard.

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Mr. TOWNER. The Red Cross representative?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. Evidently, Miss Blanchard knows how to write a snappy letter. Even that letter failed to get any response or action by either the War Risk or other bureaus? Was there any reply sent to that?

Mr. CAMPBELL. I do not believe there was. This is dated March 16, 1920.

Mr. TOWNER. No reply? That was addressed, however, to the Vocational Board representative, was it not?

Mr. CAMPBELL. To Mr. Clarence King, Director of Civilian Relief. It is the Red Cross, and it is on 44 East Twenty-third Street, New York.

Mr. TOWNER. He was looking up matters for the boys in New York City. Have they ever notified you that you were entitled to training and to compensation under section 2 of the law?

Mr. CAMPBELL. What was that?

Mr. TOWNER. That would entitle you to both the training and compensation under the provisions of the law.

Mr. CAMPBELL. I do not believe so.

Mr. TOWNER. The board have never notified you, or never given you any rating or status or anything of any kind?

Mr. CAMPBELL. Not to my knowledge.

Mr. TOWNER. That is all.

Mr. CAMPBELL. The last communication was case correspondence. civilian relief, Atlantic Division; it is from Miss Blanchard.

The CHAIRMAN. I understand that you have received no compensation whatsoever under the War Risk Bureau?

Mr. CAMPBELL. No, sir.

The CHAIRMAN. And that you are not under any training of any sort?

Mr. CAMPBELL. No, sir.

The CHAIRMAN. Have you ever received any definite reply that you could not get training?

Mr. CAMPBELL. No, sir.

The CHAIRMAN. There is no dispute between you and the board that you want a certain kind of training and they want to give you a certain other kind?

Mr. CAMPBELL. I asked for mechanical drafting, and they said that they would give me that.

The CHAIRMAN. There was no dispute along that line?

Mr. CAMPBELL. No, sir. They have not sent me any letter or anything to that effect.

The CHAIRMAN. No such thing as a letter that there is training that would carry with it compensation and denying that and saying that they would give you training without compensation, anything of that kind?

Mr. CAMPBELL. No, sir.

The CHAIRMAN. Is Miss Blanchard that you mentioned there the person you mentioned to me in your telegram which stated she could testify as to your case?

Mr. CAMPBELL. Yes, sir.

Mr. BRAND. Have you received any letter from this board since March 16, 1920?

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Mr. CAMPBELL. That is the latest communication with the exception of this telegram which is dated March 23.

Mr. BRAND. What is that? Who is that from?

Mr. CAMPBELL. That is from Laura Wray. From Laura Wray, case correspondent, civilian relief, Atlantic Division, to Miss E. Blanchard, executive secretary, H. S. S.–A. R. C., Middletown, N. Y., dated March 23. Subject: Gordon Campbell, 12 Lincoln Street, Middletown, N. Y.

The inclosed is in confirmation of telegram sent to you yesterday in response to your telegram in regard to the status of Mr. Campbell's Federal training. As stated in that telegram I had a conference with Mr. Franklin yesterday in regard to Mr. Campbell's Federal training, and Mr. Franklin stated that this case had been taken to Washington by one of the representatives of the Federal board to be used in the congressional investigation which is at present going on as the result of publicity in the Evening Post. Just as soon as I am able to obtain a report from the Federal board I will send it to you.

Here is a telegram. Shall I read that?

Mr. BRAND. Yes. By whom is that signed?

Mr. CAMPBELL. R. C. Brannion.

Mr. BRAND. From Washington?

Mr. CAMPBELL. It does not say.

Mr. BRAND. What does the telegram say?

Mr. CAMPBELL (reading):

To Miss E. BLANCHARD,
Home Service Section, American Red Cross, Middletown, N. Y.:

Conference with Mr. Franklin to-day, regarding Gordon Campbell, 12 Lincoln Street, Middletown N. Y. Case is now before the congressional committee in Washington for investigation.

Here is another telegram.

Mr. BRAND. What is the date of that?

Mr. CAMPBELL. This is March 22. There is no date on the other one.

Mr. BRAND. From whom?

Mr. CAMPBELL. The same person, R. C. Brannion.

Mr. BRAND. Read it.

Mr. CAMPBELL (reading):

NEW YORK, N. Y., *March 22, 1920.*

Miss E. BLANCHARD,
Home Service Section, American Red Cross, Middletown, N. Y.:

Conference with Mr. Franklin to-day, regarding Gordon Campbell, 12 Lincoln Street, Middletown, N. Y. Case is now before the congressional committee in Washington for investigation.

This other one must have been telephoned in when received.

Mr. DALLINGER. How long did you say you were in the military service?

Mr. CAMPBELL. Just a moment, I will make it exact.

Mr. DALLINGER. Roughly?

Mr. CAMPBELL. July, 1918, until January 13, 1919.

Mr. DALLINGER. Did you get across?

Mr. CAMPBELL. No, sir; I just finished training and had orders to be shipped on the *Mississippi* when I was taken with the "flu."

Mr. DALLINGER. How long do I understand you have been trying to get compensation and training?

Mr. CAMPBELL. The 13th of this month it will be 15 months.

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Mr. DALLINGER. That is, for 15 months you have been trying to get compensation and training which Congress provided that you boys should get and you have never received a single cent?

Mr. CAMPBELL. Yes, sir.

Mr. DALLINGER. In some of these other cases that have been testified to, the board has said that the reason why this delay existed was because they did not have the right address, that the boys had given them one address and they had written repeatedly and made arrangements and that he never received the letters because they did not have the right address. In your case has the Government had the right address all the time?

Mr. CAMPBELL. Yes, sir; there are two letters right here I can show you, and I can show you as many as you want.

Mr. DALLINGER. From the beginning you have received at different times letters from either the War Risk or the Vocational Board addressed to your correct address?

Mr. CAMPBELL. Yes, sir; with the exception of this telegram that was sent by Mr. Fess to 11 Lincoln Street, and it should be 12 Lincoln Street.

Mr. DALLINGER. I understand that during all this time there has never been any reason given by any of these Government employees why you did not get your training and compensation?

Mr. CAMPBELL. No, sir.

Mr. DALLINGER. That is a fact, is it?

Mr. CAMPBELL. Yes, sir. I have tried to comply with everything they have asked of me.

Mr. ROBSION. I believe you stated that you were examined six times?

Mr. TOWNER. Ordered to examination six times. I do not think he took the sixth one.

Mr. CAMPBELL. Six; that is, until the date of December, 1919. Since then I have had at least three, making a total of nine.

Mr. TOWNER. You have had nine examinations altogether?

Mr. CAMPBELL. Yes, sir. This letter is dated January 10, and until that time I have had six physical examinations.

Mr. DALLINGER. Who was the physician before whom you appeared and had this examination—Dr. Truex?

Mr. CAMPBELL. Yes.

Mr. DALLINGER. Where does he live?

Mr. CAMPBELL. Twenty-one Washington Street, Middletown.

Mr. DALLINGER. Do I understand you that Dr. Truex made all nine of the physical examinations?

Mr. CAMPBELL. Yes, sir.

Mr. DALLINGER. And what condition did he find you in—if he told you?

Mr. CAMPBELL. He did not exactly state.

Mr. DALLINGER. Did he report his examination to the board?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. How do you know that?

Mr. CAMPBELL. Because it states right in here and that statement can be verified.

Mr. TOWNER. Why should they call upon you repeatedly for those physical examinations?

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Mr. CAMPBELL. Well, you really know as much about that as I do.

Mr. TOWNER. Did you get any information as to why it was?

Mr. CAMPBELL. No, sir.

Mr. TOWNER. I do not know that I understood you, you were speaking and had your back to me, as to what injury you had during the service?

Mr. CAMPBELL. I was taken with the influenza and it settled in my back and right leg and I was 11 weeks in the hospital and could not walk.

Mr. TOWNER. Have you your discharge here?

Mr. CAMPBELL. I have a certified copy of it.

Mr. TOWNER. What does it say about your physical condition?

Mr. CAMPBELL. It says it is bad in there.

Mr. TOWNER. I thought I understood you to say your discharge rated you at 80 per cent disability.

Mr. CAMPBELL. My discharge did not, but that is the rating that I received, 80 per cent disability.

Mr. TOWNER. From whom did you receive that rating?

Mr. CAMPBELL. Dr. Healy, I believe he was the junior lieutenant.

Mr. TOWNER. Where was that?

Mr. CAMPBELL. Pelham Bay Park.

Mr. TOWNER. How soon was that after you were discharged?

Mr. CAMPBELL. At the time of my discharge.

Mr. TOWNER. You received 80 per cent rating?

Mr. CAMPBELL. Yes, sir.

Mr. TOWNER. Did not the physician in Middletown, N. Y., tell you what degree of disability you had?

Mr. CAMPBELL. No, sir.

Mr. TOWNER. He gave no intimation to you?

Mr. CAMPBELL. No, sir. He took the questionnaire that I had and filled it out and said that would be all right. That is the last I saw of him.

Mr. TOWNER. Did he request you to come back or did you go back just from orders that you received from the vocational board?

Mr. CAMPBELL. I went back each time that he made the questionnaire. He said, "You need not report otherwise."

Mr. TOWNER. Did he talk to you about why you were going back so often?

Mr. CAMPBELL. No, sir.

Mr. ROBSION. What did they mean by this when they say on your discharge here that you were discharged by reason of physical disability?

Mr. CAMPBELL. Not incurred in the line of duty.

Mr. ROBSION. Not incurred in line of duty?

Mr. CAMPBELL. Personally, I do not know what it means. But the only thing that I could say for that is that I entered the camp and I was not out once at all until I was discharged, so I do not know.

Mr. ROBSION. You had the "flu" while you were in the service?

Mr. CAMPBELL. Yes, sir; I was right in camp.

Mr. ROBSION. Were you off on a furlough?

Mr. CAMPBELL. No, sir; I could not get a furlough at any time.

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Mr. TOWNER. It says, "Not incurred in line of duty"; that is, a disease not in the nature of a wound?

Mr. ROBSION. That is real information to me. I know the Pension Department considers any injury in the service when a man becomes sick and then in service whatever is in the line of duty. How did you get your information?

Mr. TOWNER. Just from what the boys said. That is all I know about it. It seems to me that all those who have been discharged from hospitals on account of illness have had that statement made in the discharge and they have made investigations about it and asked all the officers about that and that is what each officer told them, that they have to be wounded in line of duty.

Mr. DALLINGER. It does not affect pensionable status, at any rate, certainly.

Mr. ROBSION. The discharge says, "Disability not resulting from your own misconduct." That is, you got the "flu" and did not want the "flu."

Mr. CAMPBELL. I would not want it again.

Mr. ROBSION. What did you do before you went into the service?

Mr. CAMPBELL. I was working with the civil engineers on the N. Y. O. W.; I mean the New York, Ontario & Western.

Mr. ROBSION. How much educational training did you have?

Mr. CAMPBELL. You mean public school or high school?

Mr. ROBSION. Any way.

Mr. CAMPBELL. Two years in high school.

Mr. ROBSION. What high school?

Mr. CAMPBELL. Middletown High School.

Mr. ROBSION. What is the extent of that course; four years?

Mr. CAMPBELL. Yes, sir.

Mr. ROBSION. Did you take any training in any other school, such as would fit you for engineering?

Mr. CAMPBELL. No, sir.

Mr. ROBSION. How long did you follow engineering?

Mr. CAMPBELL. Until the time I enlisted; it was about eight months, I think.

Mr. ROBSION. What did you receive?

Mr. CAMPBELL. I received $50 a month and expenses while I was working with them. After I was discharged——

Mr. ROBSION (interposing). Can you follow that business since you received this disability in the service?

Mr. CAMPBELL. No, sir.

Mr. ROBSION. Why?

Mr. CAMPBELL. Because in order to fill it you have to be quite active. For instance, in climbing the grades and things of that sort, and I can not do it.

Mr. ROBSION. Do you feel that you are disabled now as you were when you left the service?

Mr. CAMPBELL. No, sir. I am not 80 per cent, by any means.

Mr. ROBSION. What percentage do you think you are?

Mr. CAMPBELL. Well, I do not know. I do not think I have the same strength that I used to. I am not nearly as active.

Mr. ROBSION. Do you think you are half disabled?

Mr. CAMPBELL. No; I do not think I am half.

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Mr. ROBSION. But you can not follow your work now, and have not been able to follow your work since you were discharged?

Mr. CAMPBELL. No, sir.

Mr. ROBSION. Do you think that if you pursue some course and get the training that you would be all right?

Mr. CAMPBELL. I hope so.

Mr. ROBSION. You have been working at it persistently, both yourself and the Red Cross and other agencies, trying to get your training and your compensation for 15 months?

Mr. CAMPBELL. The 13th of this month it will be 15 months.

Mr. ROBSION. Did the doctor up there tell you he thought you were entitled to training with compensation?

Mr. CAMPBELL. He said he saw no reason why.

Mr. ROBSION. When did the doctor first give you that information?

Mr. CAMPBELL. I could not state that. It was at one of the examinations.

Mr. ROBSION. Did he tell you that more than once?

Mr. CAMPBELL. No, sir; because I asked him when I went in there. I said, "Do you think that I am entitled to this. If I am not; if you think that I am not, we will drop the matter right here." And he said, "I see no reason why you should not receive it," and Judge Royce, Judge Herbert Royce, of Middletown, had been talking to representatives of the Federal board about my case, and he said that he saw no reason why I should not.

Mr. ROBSION. Who is Herbert Royce?

Mr. CAMPBELL. He is a lawyer in Middletown.

Mr. ROBSION. Did the doctor ever say that he thought you were entitled to compensation?

Mr. CAMPBELL. No; he never stated that.

Mr. ROBSION. You sent in a copy of your discharge to the board?

Mr. CAMPBELL. Right there [indicating] is a copy sworn to before Mr. Woodward.

Mr. ROBSION. Did you send one into the board?

Mr. CAMPBELL. Yes, sir.

Mr. ROBSION. Did you send one into the War Risk?

Mr. CAMPBELL. I can not state exactly as to that question, but I think I had three certified copies of my discharge, and at the present time I have one certified copy left. That is the one right here [indicating]. The others have been sent, I believe one was to the Federal board, and I can not state where the other was.

Mr. ROBSION. You have never brought the case before your Congressman, Mr. Platt?

Mr. CAMPBELL. No, sir; I do not know him.

Mr. ROBSION. He is in Washington, and I want you to meet him.

Mr. DALLINGER. He is a member of the committee.

The CHAIRMAN. He will be here in a few moments.

Mr. ROBSION. I want you to take the matter up with Mr. Platt. I am sure he will be glad to and can get you relief.

Mr. TOWNER. If I were in your place, I would not leave this town until your case is settled, and if you need any assistance beside that of Mr. Platt, let us know.

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The CHAIRMAN. In view of the fact that other witnesses who have been subpœnaed are not able to be present to-day—Mr. Friedman can not be here and Mr. Wadsworth can not come until to-morrow—the committee will have to adjourn until 10 o'clock to-morrow morning. We will not have any afternoon session.

We would like to have the full membership of the committee to-morrow so that in case these witnesses come we can arrange for an afternoon session and, if necessary, an evening session.

The committee will stand adjourned until 10 o'clock to-morrow.

Mr. Campbell, I wish you would wait to see Mr. Platt.

(Thereupon, at 11 o'clock p. m., the committee adjourned to meet again at 10 o'clock, Friday, April 9, 1920.)

After hearing was over Mr. Campbell dictated the following:

The Red Cross paid for some treatment free of charge. They paid for some osteopathic treatments which I claim did not do me a whole lot of good.

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Friday, April 9, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

STATEMENT OF MR. FRANCIS G. WADSWORTH, SOUTHOLD, LONG ISLAND, N. Y.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Give the stenographer your full name and your present address.

Mr. WADSWORTH. Francis George Wadsworth, Southold, Long Island, N. Y.

The CHAIRMAN. What connection, if any, have you had with the rehabilitation work of the soldiers?

Mr. WADSWORTH. I took up work with the Federal Board for Vocational Education October 1, 1918, as supervisor of training for district 4, which includes Virginia, West Virginia, Maryland, and the District of Columbia. I remained in that position until December 25 or thereabouts, when I was sent by the Federal Board to France and England to cooperate in publicity work among our disabled boys overseas. On my return to the United States, I was assigned to work in the New York office and placed in the position of supervisor of placement, and after holding this position for about two months I was asked to take a position as supervisor of training for the New York district, which position I held until October 1, 1919.

The CHAIRMAN. Mr. Wadsworth, you have noticed the charges made against the board, have you?

Mr. WADSWORTH. I have noted a variety of charges that have been made against the board.

The CHAIRMAN. Are you qualified to speak on these charges for or against?

Mr. WADSWORTH. I doubt if I should appear in the position of making charges for or against the board. I should prefer to appear as giving information for the improvement of the work toward the disabled soldier.

The CHAIRMAN. Without regard to the charges?

Mr. WADSWORTH. Without regard to the charges.

The CHAIRMAN. The committee would be very glad to have your view upon the matter of the improvement of the service.

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Mr. WADSWORTH. Have I permission to present, in a more or less consecutive form, my relations to the original organization of the board and its work?

The CHAIRMAN. The committee would be very glad to have any observations that you have to make.

Mr. WADSWORTH. I took occasion within two weeks of the time of severing my connection with the board to write up briefly what I thought were important factors with regard to the rehabilitation work, and with your permission I will read some of them.

The CHAIRMAN. If there is no objection on the part of the committee, and I am sure there will not be. We are very glad to have you place that in the record, all of it, or just such parts as you want to read.

Mr. WADSWORTH. I would prefer, if I may, to use this material I have here, some notes which I have, as part of my general statement.

The CHAIRMAN. That will be satisfactory. The committee will probably ask you questions as you proceed.

Mr. WADSWORTH. I labeled this, for want of a better name: "U. S. Experiment in Rehabilitation of Disabled Soldiers."

The CHAIRMAN. What date is this?

Mr. WADSWORTH. This was written about October 15, 1919.

The CHAIRMAN. After you had severed your connection with the board?

Mr. WADSWORTH. Yes.

The CHAIRMAN. May I ask you what your present work is?

Mr. WADSWORTH. I am the educational secretary of the Nassau-Suffolk County Y. M. C. A., which includes practically the whole of Long Island.

The CHAIRMAN. You may proceed.

Mr. WADSWORTH. The Smith-Sears Act was passed by Congress July 27, 1918. Under this act the Federal board proceeded to organize the department of rehabilitation and to establish procedure in accordance with the provisions of the law.

The CHAIRMAN. What is the date that you give of the Smith-Sears Act?

Mr. WADSWORTH. July 27, 1918.

The CHAIRMAN. June 27.

Mr. WADSWORTH. Pardon me.

One of the first steps in initiating the work of rehabilitation was to secure a group of men who were authorized to study the rehabilitation work in Canada. At this time Canada had her reeducation program in operation, having started in 1916.

The men sent to Canada returned to the United States, and under the direction of Mr. Kidner and Dr. Miller, both of whom had had much to do with the organization and administration of the rehabilitation problem in Canada, proceeded to lay out a plan of work for the United States.

Organization: The general organization for purposes of administration involved the establishment of a central office and 14 district offices, the offices being located with due regard to centers of population and transportation facilities. The central office was located in Washington, and I do not need to give the district offices, I assume, inasmuch as they are well known.

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The CHAIRMAN. No.

Mr. WADSWORTH. The work of the staff of the central office was organized under the following heads—I can omit that, or, if it is desirable, I can give the heads of the departments.

The CHAIRMAN. For the sake of the record, you may give them.

Mr. WADSWORTH. First, chief of division; second, superintendent of cooperation; third, superintendent of case work; fourth, superintendent of medical care; fifth, superintendent of records and returns; sixth, superintendent of advisement and training; seventh, superintendent of placement, with disbursing officer and minor executives.

The general duties of the several superintendents were outlined in the procedure adopted by the board, specific duties to be assigned by the chief of the division.

Unit organization: The 14 district offices were organized along parallel lines to that of the central office, and officers whose functions correspond with similar officers in the central office were selected.

The CHAIRMAN. I notice you are very careful not to go very rapidly. This is an official reporter. He will take it as fast as you will give it.

Mr. WADSWORTH. The plan under which the Federal board selected the personnel at the beginning was sound and resulted in the selection of men qualified by training and experience for the work required. The plan, in brief, was as follows:

Careful study was made of the resources of the country to discover men with training and experience along vocational education lines. From this group men were selected and invited to Washington for a two weeks' school of instruction.

The school of instruction was under the direction of agents of the board, and in the course of the period of instruction excellent opportunity was afforded to study the personal characteristics of the candidate for appointment and at the same time to give them instruction as to the procedure in handling cases and in the administration of the district offices.

When men were determined upon as having satisfactory qualifications they were called by the personnel officer of the board and interviewed with respect to salary requirements and the type of service that they would be willing to undertake. Temporary appointments were made, the man being given a rating of "special agent" until such time as he should have passed the civil-service examinations to secure ratings of: (*a*) District vocational officer, (*b*) supervisor of advisement and training, (*c*) supervisor of placement, etc.

The CHAIRMAN. You refer to men who were appointed to help to administer the law?

Mr. WADSWORTH. Yes; originally.

The CHAIRMAN. Were all of them civil-service men?

Mr. WADSWORTH. They were appointed as special agents and given, as I understand it, six months' time in which to qualify under the civil service.

The CHAIRMAN. If they did not qualify, would they reject them?

Mr. WADSWORTH. I do not think they would reject them, providing there was another examination coming shortly after that time. They would be extended a month or two months or three months, until they could qualify under the new examination.

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The CHAIRMAN. Is it your understanding that no one was appointed to administer or help administer the law that were not rated by the civil service.

Mr. WADSWORTH. I do not so understand. My own feeling in regard to the matter was that I must qualify within a record time, and I did.

The CHAIRMAN. That question has been raised is the reason I ask.

Mr. WADSWORTH. I think there are men who have served with the board for a long time without qualifying, but I am not prepared to state it authoritatively. That is just my opinion.

The CHAIRMAN. You may proceed.

Mr. WADSWORTH. With regard to salaries, the plan appeared to be that in each case a man called from his regular employment was given an increase of $500 over the salary which he was receiving at the time of appointment, providing no salary, with the exception of the chief of the division, should exceed $4,000 per year. This increase was made so as to attract good men to the service of the board and at the same time cover costs incident to changing from one position to another.

A careful review of the men selected under this process, I am quite confident, will show that in the main these men have been retained by the board in responsible positions and have rendered effective and efficient service.

The rapid expansion of the work of the board made it necessary to secure a large number of employees quickly. The original plan, therefore, which involved two weeks' period of instruction, was discontinued, and men were selected on the basis of recommendations made to central office by district vocational officers. Such men secured their training on the job in the various district offices. Under this procedure many men were appointed to positions with the board whose qualifications were not so thoroughly scrutinized as in the case of the group selected under the plan outlined above. The result of this letting down of the standards of eligibility for appointment decreased the efficiency of the service in proportion to the weakness of the men selected.

The frequent changes in procedure and the general reduction of salaries which was made July 1, 1919, has, however, resulted in a large labor turnover, with the result that men who by reason of their service with the board had become efficient in handling cases are returning to their former occupations. The loss of the men who were selected originally by reason of their training and experience and who had become thoroughly proficient through their service with the Federal board in handling cases has severely handicapped and materially retarded the work of the board.

Advisement policy: Originally the plan for advisement was based upon the assumption that the men discharged from the military and naval service suffering from disability incurred in line of duty should be discharged through reconstruction hospitals.

It was our understanding that the Government planned to establish 16 such hospitals. In arranging, therefore, for the vocational advisement of disabled soldiers, sailors, and marines it was decided to place a sufficient number of advisers in each of the reconstruction hospitals to survey and advise all men prior to discharge from the

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service so as to make it possible for the man upon leaving the hospital to enter upon his training immediately. It is doubtful if this plan would have succeeded, but other factors entered into the situation which made it impracticable for the board to carry out its program.

The Army, instead of holding to its original plan of discharging disabled men through 16 reconstruction hospitals, decided to permit discharges to be granted from all hospitals and training camps. This change in the Army plan made it necessary for the Federal board to increase its staff of vocational advisers, and even with the increase in advisers it was impossible to train men for advisement work and place them in hospitals and camps quickly enough to make the necessary surveys and advisements. As a result, thousands of men were discharged from the service and sent to their homes without having seen a representative of the Federal board.

The board was, therefore, confronted with the task of following up these men in all parts of the country. Offices were established in many communities, especially in the larger centers throughout the country, to advise with men who had been discharged from service without meeting vocational advisers.

The CHAIRMAN. That interruption occurred. Was it due to the defect in the law originally or due to a change in the plan of administering it?

Mr. WADSWORTH. I do not quite get your question.

The CHAIRMAN. What I am trying to get at is there seemed to be an interruption that created an inevitable delay. Was it due to the ineffectiveness of the law? Was not sufficient authority granted or was it in the administration of the law?

Mr. WADSWORTH. So far as the advisement of the men was concerned the law was simply, I think, to cover the emergency; the difficulty of getting men, an adequate number of men, trained men, and may I say right here that I believe that vocational advisers should be highly trained men and not men picked up from any kind of a school job with the idea that because they have been in school positions they can advise men as to their future vocations.

The CHAIRMAN. That general conclusion has been pressed before the committee, and I think the committee will agree in that judgment. What I am trying to get at is to find any defect that is in the law, and if there is it is the business of Congress to correct it; if it is in the administration of the law, then the board must correct it.

Mr. WADSWORTH. I do not know whether at this point it is desirable for me to give my ideas as to the organization of this work which would touch upon your point. In fact I believe there are three or probably four distinct sections of the work which involve distinct procedure. There is the department of pretraining, which includes the applications of men for training, the advisement of the men and bringing him down to the point of eligibility for training, and there is the department of training arrangements, which involves the arrangements with the boy himself as to the school he will attend and the arrangements with the schools for the boy's admission to the school, and then there is the follow-up department of the board.

The CHAIRMAN. Yes.

Mr. WADSWORTH. The boy is on the job wherever he may be, and then there is the after care, physically.

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The CHAIRMAN. There are four departments?

Mr. WADSWORTH. Practically four departments. Now, referring to these four departments, I would say that the pretraining department under the Smith-Sears Act was adequately provided for within the law up to a point.

The CHAIRMAN. You have spoken of these four departments in theory. They are all being worked in practice, are they not?

Mr. WADSWORTH. I fear they are not.

The CHAIRMAN. You may proceed.

Mr. WADSWORTH. With the assistance of the Red Cross the advisers were able to get in touch with men from surrounding communities so as to assist them to file their war-risk insurance applications and advise them with regard to possible vocational training.

The difficulties of carrying on advisement under these conditions imposed npon the board by the rapid discharge of men from the service greatly handicapped the agents of the board in the performance of their duties. The machinery for handling the advisement in the field, however, had been quite thoroughly set up when new legislation affecting the salaries of employees of the board was enacted by Congress.

Under this new legislation which became effective July 1, 1919, a complete change in the policy of the board became necessary, and instead of agents going into the field to assist men discharged from hospitals and camps previous to meeting vocational advisors, the agents were called out of the field, leaving men eligible for training without assistance in filing their claims. It was quickly recognized that this change in policy would work such hardship to the disabled soldiers that a modification would have to be made. Steps were taken therefore to revise the procedure so as to permit the employment of men at strategical points throughout the country for the advisement of disabled soldiers. The new procedure, however, places the Federal board in the position of a general court to which applications must be made, and proof furnished by the disabled man to the board regarding his eligibility for training.

You will note under the new change, it is my interpretation that a complete change of policy in the rules was made, that we had been anxious and desirous in helping the boys, in getting out and helping them to file their war-risk claims, helping them to make their applications to the board and working with them sympathetically in the promotion of their claims for training, but under the new policy, or order under that order, instead of placing the burden of proof on the board, instead of the board's going out to prove to those boys that they ought to have training that they were eligible for, the boy had to turn around and prove to us that he was eligible for training. That was an unfortunate change in the policy from my point of view.

The CHAIRMAN. What was the purpose of changing this policy?

Mr. WADSWORTH. I do not know the fundamental purpose, except that the literal interpretation of the law made effective July 1, 1919, made the board literally to interpret the law, on account of the appropriations made at that time.

The CHAIRMAN. Yes.

Mr. WADSWORTH. It made the board feel that it was necessary to place in training only such men as should be deemed eligible under

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the new type of eligibility which I shall refer to later with your permission.

I wish at this time to take up, and I will split this paragraph, and then take up the training policy, as I understand it.

The elaborate scheme of vocational advisement, based on the idea of helping men to secure training under the Federal board, was discontinued, and a great deal of valuable work which had been done was wasted because of the failure to follow up this work promptly. At the present time the few vocational advisers employed by the board in field work—and this was in October, 1919—can find time only to investigate such cases as are referred to them by district officers, and men who have not yet been surveyed are dependent upon welfare organizations, like the Red Cross, for assistance in filing their claims for training.

The CHAIRMAN. Do you recall, Mr. Wadsworth, after the change of policy, whether there was a laying off of any number of employees with the board?

Mr. WADSWORTH. I can speak for the New York office only, for men were called in from the field immediately, and that the order was sent out from the district vocational office calling in men from the field, vocational advisers, and some of the men were laid off, a few of the men, and then a little later, I could not say as to the exact period of time that elapsed, men were again sent out, because it was realized that we could not handle the problem in that way—that men had to be nearer to the disabled men if they were to do their work effectively.

The law as originally framed involved a triangular relationship, the Federal board being located at one angle, the Surgeon General's Department at another, and the War Risk Insurance Bureau at the third. This is the new training policy. It became apparent at the outset that the establishment of a close cooperative relationship between the Surgeon General's Office and the War Risk Insurance Bureau was essential to the successful administration of the act.

The board placed the most liberal interpretation on the act with relation to the training of disabled men and sought to give training to every man suffering from 10 or more per cent physical disability to whom the War Risk Insurance Bureau had awarded compensation.

The inability to coordinate the work of the Federal board with that of the War Risk Insurance Bureau resulted in action by the Federal board on thousands of cases before these same cases were reviewed by the War Risk Insurance Bureau, while, on the other hand, the War Risk Insurance Bureau had reviewed and passed upon thousands of other cases which had not come to the attention or were not acted upon by the Federal board. This resulted in the congestion of cases approved for training by the Federal board or unable to enter training because compensations had not been awarded; while at the same time the War Risk Insurance Bureau had awarded compensation to thousands of cases which were not available for training under the board at the time compensation was granted. Both these departments were working at cross purposes, so far as the training of the men were concerned, and there was apparently no way to synchronize the efforts of the War Risk Insurance Bureau and the Federal board, so that when cases were passed upon by the board for

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training they could at the same time be passed upon for eligibility by the War Risk Insurance Bureau.

There was a liaison officer appointed here in Washington, and an effort was made to speed up the awards of compensation on cases decided as eligible for training except for the award and the board did its very best, I think, to speed up work at that time.

The CHAIRMAN. It was that condition which led the Secretary of the Treasury to recommend the amendment to the law passing the authority over to the board to pass upon these compensable cases.

Mr. WADSWORTH. That is undoubtedly correct. The well-laid plans of the Federal board for the rehabilitation of the disabled soldiers therefore came to grief before the impregnable wall of war-risk insurance compensation, the tremendous jam of cases before the War Risk Insurance Bureau, and the difficulty in securing medical evidence upon which to base decisions making it practically impossible for the Federal board to do the work assigned to it under the act.

In spite of these difficulties, some men were placed in training, but the delays were apparently working such hardships upon the disabled soldiers as to demand a remedy. The pressure eventually became so strong that the matter was presented to Congress and a bill introduced partly separating the Federal board from the War Risk Insurance Bureau. This bill was supported by both the Federal board and the bureau. It was passed by Congress and became law July 11, 1919.

With the passage of this act it was expected that the way would be cleared for rapid action by the board in placing men in training. In rewording section 2 of the act, however, the law was so changed as to make a change in the basis of determining eligibility for training from physical disability, as determined by the War Risk Insurance Bureau compensation award, to occupational disability; so that whereas under the law originally passed the person discharged from the Army under honorable conditions who had incurred a physical disability which would entitle him to compensation was eligible for training, under the new law the following standards obtain:

(*a*) He must have been separated from the military and naval forces of the United States under honorable conditions since April 7, 1917.

(*b*) He must have a disability that was incurred, increased, or aggravated while a member of such forces, or that is traceable, in the opinion of the board, to service in such forces.

(*c*) His disability, in the opinion of the board, must be such as to cause a handicap that is of such a nature as to make vocational training necessary to enable the man to return successfully to civil employment.

(*d*) His physical and mental condition must be such as to make vocational training and employment feasible.

The CHAIRMAN. Do you mean, then, that the disability was enlarged by the new law?

Mr. WADSWORTH. It was, certainly. The man with the 10 per cent physical disability will not have an occupational disability at all.

The CHAIRMAN. What I want to know is whether it is enlarged by the amendment offered or under the regulations of the board?

Mr. WADSWORTH. I think that the interpretation of the law by the board was responsible for the policy. I had a feeling myself

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that it was not necessary to so restrict it, but I may be wrong in that conclusion.

The CHAIRMAN. I think you are correct, because, as I recall, there was nothing in the amendment that enlarged the disability.

Mr. WADSWORTH. May I add here that I have made the assertion repeatedly to other men, and I take pleasure in making the assertion now, that with the most liberal policy toward the men in training that the Government would save money as over against the amount of money required to put checks upon men who might be trained and were apparently not eligible. That has been my conception of the work. But those in charge have probably felt a more weighty responsibility to Congress for their acts and have governed themselves according to the letter of the law.

Mr. TOWNER. The rules laid down by the board, which you have given and which you have designated as rules (*c*) and (*d*), were exclusionary rules, were they not?

Mr. WADSWORTH. In my opinion, they were.

Mr. TOWNER. That is, they resulted in refusing to a great number of boys the training that if they had not been adopted the boys would have received, and, in so far as the law itself, under which the board was acting, is concerned, there was no justification for such exclusionary rules.

Mr. WADSWORTH. I do not think there was any justification. My own opinion was that it would have been far better to have had a more liberal policy toward the boys and a great many of our men felt the same way. In fact, one little incident, if I could put it in the record, when this came through, and I should like to put it in to counteract some of the testimony as to the hard-heartedness of the New York office when this came up about the change, I saw two good, strong men break into tears because of the effect of this upon the boys, and the men who had worked most intimately with these boys felt it themselves.

Mr. TOWNER. Then you mean that the officers themselves were very deeply grieved because of those rules that they found would have to exclude a good many that they thought would be entitled to training?

Mr. WADSWORTH. It was my pleasure to address the staff in the New York office when the new procedure was to go through and did not go through, and I was asked to make a few remarks as supervisor of training, and at that time I addressed the men and expressed certain views as to the liberality of the new procedure. Practically all of these men in the office at that time felt as I did, that most liberal interpretation of the law should be made with a view of helping a maximum number of men. In fact, I should have been inclined to use it as an excuse if it were permissible to encourage the boys who otherwise would not take training to become more efficient citizens.

Mr. TOWNER. I think I am justified in saying, because I have had with Dr. Fess an intimate knowledge of the origin of these acts and their purpose and all the statements which are contained in them, there was never at any time any purpose in the legislation to deprive anyone who to any extent was injured or impaired by reason of the war from such training, but to help them in any way. There was

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nothing in the law that could be considered as exclusionary, or as a justification for such exclusionary rules as were laid down as you have cited by the board.

The CHAIRMAN. In order to complete the records, if the members of the committee will not object, I would like to put in the record at this place this law of July 11, which speaks for itself as to the authority of the board.

Mr. TOWNER. I think that should be done.

(The law referred to is as follows:)

[PUBLIC—No. 11—66TH CONGRESS.]

[S. 1213.]

An Act To amend an Act entitled "An Act to provide for vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States, and for other purposes," approved June 27, 1918.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 2 of the Act entitled "An Act to provide for vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States, and for other purposes," approved June 27, 1918, be hereby amended to read as follows:

"SEC. 2. That every person enlisted, enrolled, drafted, inducted, or appointed in the military or naval forces of the United States, including members of training camps authorized by law, who since April 7, 1917, has resigned or has been discharged or furloughed therefrom under honorable conditions, having a disability incurred, increased, or aggravated while a member of such forces, or later developing a disability traceable, in the opinion of the board, to service with such forces, and who, in the opinion of the Federal Board for Vocational Education, is in need of vocational rehabilitation to overcome the handicap of such disability, shall be furnished by the said board, where vocational rehabilitation is feasible, such course of vocational rehabilitation as the board shall prescribe and provide.

"The board shall have the power, and it shall be its duty, to furnish the persons included in this section suitable courses of vocational rehabilitation, to be prescribed and provided by the board; and every person electing to follow such a course of vocational rehabilitation shall, while following the same, be paid monthly by the said board from the appropriation hereinafter provided such sum as in the judgment of the said board is necessary for his maintenance and support and for the maintenance and support of persons depending upon him, if any: *Provided, however*, That in no event shall the sum so paid such person while pursuing such course be more than $80 per month for a single man without dependents, or for a man with dependents $100 per month plus the several sums prescribed as family allowances under section 204 of Article II of the War Risk Insurance Act.

"No compensation under Article III of the Act entitled 'An Act to amend an Act entitled "An Act to authorize the establishment of a Bureau of War Risk Insurance in the Treasury Department,"' approved October 6, 1917, shall be paid for the period during which any such person is being furnished by said board a course of vocational rehabilitation and support as herein authorized: *Provided, however*, That in the event any person pursuing a course of vocational rehabilitation is entitled under said Article III to compensation in an amount in excess of the payments made to him by the said board for his support and the support of his dependents, if any, the Bureau of War Risk Insurance shall pay monthly to such person such additional amount as may be necessary to equal the total compensation due under said Article III of said Act.

"There is hereby appropriated, out of any money in the Treasury of the United States not otherwise appropriated, available immediately and until expended, the sum of $6,000,000, or so much thereof as may be necessary, to be used by the Federal Board for Vocational Education for the purpose of making the payments prescribed by this section and for defraying the administrative expenses incident thereto."

Approved July 11, 1919.

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The CHAIRMAN. You may proceed.

Mr. WADSWORTH. An interpretation of section C of the requirements for training by the board involves the reorganization of the units of administration in the district offices, especially with respect to the medical service. All men applying for training under the board are now classified as follows:

(1) Those having major handicaps.
(2) Those having minor handicaps.
(3) Those having negligible handicaps.

Men having major handicaps, as interpreted by the board, which include amputations, serious organic as well as functional disabilities, are to be given preference in consideration of their cases. Men suffering from minor or negligible handicaps to be considered primarily from the point of view as training under section 3 of the act, which involves the same procedure as originally outlined. The eligibility for training being determined by the award of compensation by the War Risk Insurance Bureau. Such men, however, can not receive training pay during the period of training, but the board will pay tuition charges and for necessary books and supplies for the course.

Under the policy originally announced by the board, the agents of the board were instructed to render every assistance to men, and not only to assist, but to encourage them to apply for training under the board. Under the new law and the new procedure, the initiative is left with the disabled soldier and the burden of proof of his eligibility for training is placed upon him. The board acts as a general court-martial to try all cases which come to its attention.

I say that that was a serious mistake in the administration of the law, and at the time I thought that the board was acting on a very restricted policy, whereas a more liberal interpretation of the law should have been made, and it did seem to me unfortunate that we had changed our views with regard to the boys, but no instructions came to use, and, might I add here, that while I was in the service and it had anything to do with our sympathetic relations to men except the policy that placed the burden of proof upon the men, and then we naturally had to change our attitude toward them, and instead of encouragement we had to say "We want to help you all we can, but are you eligible on this, that, and the other points?" That, of course, was unfortunate, it seemed to us, who believed in the other policy.

This policy appears to be—and I wrote this in October, so this statement conflicts somewhat with that—in strict accordance with the literal interpretation of the new legislation. Then, too, the appropriation of $14,000,000 for carrying on the work does not provide sufficient funds to reeducate the large number of men who would be eligible to retraining under a more liberal interpretation of the act. The Federal board, therefore, finding itself in a difficult position, chose the lesser of two evils, and decided to hold to the more literal interpretation of the law with the men suffering from the major disabilities who would be given first consideration in the rehabilitation process and the provisions of the law as applied to men suffering from minor disabilities, at least to the extent of available funds.

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I think that was one of the motives back of the work of the Federal board, that they wanted to give training to all the major disabilities under the funds, and then so far as the funds would permit to other men with minor ordinary disabilities.

The CHAIRMAN. There is no doubt, Mr. Wadsworth, that that was the practice of the board, to select the most severely disabled first, and it would still be a field of doubt as to whether there was such a fear that there was not sufficient funds to carry out the work, including both major and minor. The representative of the board before the Committee on Appropriations did not know, and he was very frank to say he did not know how much money would be required, and I do not believe the board at that stage should be severely criticized, as severely as the Committee on Appropriations criticized them. They could not state how much was needed and never asked for it: originally it was only $6,000,000, and there was a great deal of contention whether that should be granted to them, but before we got through with the legislation it had reached $14,000,000, and it had not been asked by the board, and that is the source of the severe criticism that came into the discussion of that measure on the floor of the House. The work seemed to have been so changed that the amount of money to be recovered was not fixed in the minds of the authorities. I mean the section which Judge Towner said there would be no withholding of funds. Just as soon as the Congress knows what it needs it will be forthcoming, and, to be fair with the board, I am of the opinion that this order changing the final decision, or rather that proof shall be put on the soldier rather than on the board, is due to their fear that the funds would not be sufficient during the year.

Mr. ROBSION. But, Mr. Chairman, was it not announced from the floor of the House when this legislation was being considered that if the $14,000,000 would not suffice that Congress would have inserted any amount that would be thought necessary?

The CHAIRMAN. This committee so announced, and it certainly ought to be thoroughly understood that the Congress is ready to vote any amount of money that would be required justifiably to take care of the disabled soldiers. If there be a source of criticism here, it would be in our inability to have laid before us the facts establishing the amount required.

Mr. ROBSION. But Congress did appropriate more than twice the amount that was originally asked by anyone in charge of this appropriation.

The CHAIRMAN. Yes; proceed.

Mr. TOWNER. Mr. Chairman, in order that the record may show just what were the provisions of the act of June 27, 1918, and the section referring to the same matter in the act, the amendatory act of July 11, 1919, I would like to have the clerk insert in the record the first paragraph of section 2 in the act of June 27, and the first paragraph of section 2 of the amendatory act so that they may be placed together for consideration.

The CHAIRMAN. There will be no objections to that, and the matter will be put in the record.

(The paragraphs referred to are as follows:)

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[PUBLIC—No. 178—65TH CONGRESS.]

[S. 4557.]

An Act To provide for vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act shall be known as the Vocational Rehabilitation Act. That the word "board," as hereinafter used in this Act, shall mean the "Federal Board for Vocational Education." That the word "bureau," as hereinafter used in this Act, shall mean the "Bureau of War Risk Insurance."

SEC. 2. That every person who is disabled under circumstances entitling him, after discharge from the military or naval forces of the United States, to compensation under Article III of the Act entitled "An Act to amend an Act entitled 'An Act to authorize the establishment of a Bureau of War-Risk Insurance in the Treasury Department,'" approved October sixth, nineteen hundred and seventeen, hereinafter referred as as "said Act," and who, after his discharge, in the opinion of the board, is unable to carry on a gainful occupation, to resume his former occupation, or to enter upon some other occupation, or having resumed or entered upon such occupation is unable to continue the same successfully, shall be furnished by the said board, where vocational rehabilitation is feasible, such course of vocational rehabilitation as the board shall prescribe and provide.

[PUBLIC—No. 11—66TH CONGRESS.]

[S. 1213.]

An Act To amend an Act entitled "An Act to provide for vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States, and for other purposes," approved June 27, 1918.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 2 of the Act entitled "An Act to provide for vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States, and for other purposes," approved June 27, 1918, be hereby amended to read as follows:

"SEC. 2. That every person enlisted, enrolled, drafted, inducted, or appointed in the military or naval forces of the United States, including members of training camps authorized by law, who, since April 7, 1917, has resigned or has been discharged or furloughed therefrom under honorable conditions, having a disability incurred, increased, or aggravated while a member of such forces, or later developing a disability traceable in the opinion of the board to service with such forces, and who, in the opinion of the Federal Board for Vocational Education, is in need of vocational rehabilitation to overcome the handicap of such disability, shall be furnished by the said board, where vocational rehabilitation is feasible, such course of vocational rehabilitation as the board shall prescribe and provide.

Mr. WADSWORTH. This limitation on the service of the board will undoubtedly work great hardship upon many men who were disabled in the service, and the board will be under the necessity of denying training to men to whom training would be of great value and economic advantage to the country. Now, as to the training policies, it was my duty as supervisor of training to provide for all phases of the training of the men and when I took charge of the New York office I found that the organization of the training department had not been effected, that it was being directed as a general department rather than segregating the functions of that department so as to make a more efficient administration of the law possible. In other words, all the employees of the training department were engaged in the phases of the work of the disabled men's cases. Immediately we undertook the reorganization of that department by separating the functions and placing men in charge of distinct

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foundations of the work. We had a man in the free training department and his work was wholly to take up a group of men for the consideration of training places of these men. They had met the vocational advisers when the cases came to us and our men would sit down with the man and go over the various schools in which the training recommended could be secured and then discuss with the man himself the details of the courses that he could take in that school, because the men in the training department were more familiar with the schools in the district and the courses offered than the advisers were. That is, the advisers in our department were not trained as to the training facilities of the district in all cases. They would recommend machine-shop courses but would not know where that machine-shop course would be given necessarily, and it would be the duty of the men in the training department to talk with the men as to the course of training, and then having got the decision the case was passed on to our department of organization and training arrangements and that department had the dealings with the institution. They contracted for the admission of the men. and looked after their qualifications for admission.

Mr. TOWNER. In immediate connection with that, Mr. Wadsworth, I wish you to tell the committee what, if any, work was done by the representatives of the board of New York to arrange with institutions that were in practical operation, factories, or manufacturers and commercial establishments and others, so that under which or by which the men would have an opportunity of going practically into this work and learning practically the operations. I know that when we had the matter before us in consideration there was a very strong showing made by manufacturing associations and, I think, the Chamber of Commerce of the United States and others.

The CHAIRMAN. Yes.

Mr. TOWNER. And that the manufacturing interests in the United States were greatly interested in this work and would take in and make, in some instances, a department especially set apart for the training of these men in their own establishment. I think the United States Steel Corporation did that—and some others.

The CHAIRMAN. Representatives of these companies appeared before our committee.

Mr. TOWNER. I would like to have you state as to what practical work was done in that connection.

Mr. WADSWORTH. It was my pleasure to direct the agents of the board in investigation of the facilities of that kind. It was also my pleasure to appear before chambers of commerce in different parts of New York, New Jersey, and Connecticut with a view to lining up such possibilities for training men on the job. Here, while the more progressive concerns, like the Bosch Magneto of New York, the Winchester Repeating Arms Co., and concerns of that kind, had their departments where they could and did place them in positions suitable to their requirements, but a great majority of places hated to take men with disability because of the compensation law, which seemed to stand in their way in spite of the fact that we tried to convince them, so that it was difficult to get them to employ disabled men.

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I can recall an experience in the office of the general manager in one of our big concerns whose name I will not mention in this testimony. I said to him, "I am asking for an opportunity for disabled men in training to be employed, and machine work is suitable, or working at a bench." He said, "We have a standard of physical efficiency for our employees, and I doubt if we could use the boys in our department, but I will refer you to our employment manager;" and I took occasion personally to suggest it to him. He said, "We have a situation here like this: We have a State compensation law. I will just refer you to the employment manager." I waited there for 20 or 30 minutes, and he was busily engaged joking with a fellow, and I sent in a card, and I waited there, and he did not come out for quite a while. That was the experience I had. He said that they were willing to take men into their factory but the compensation act stood in the way.

Placement training has a peculiar relationship between the board and the employer. You can readily recognize that the employer wanted men under his control and if the Federal board would place boys with him who were getting training the employer would not have control over the men, and some of them insisted upon having the men, and thus we had all kinds of difficulties in the way of employing them. Reports came to me of the progress in the work. That was a difficult problem to go up against all the time. When I left the Federal board it had not been, in my opinion, adjusted satisfactorily. It made it difficult to place men in the industries.

Mr. TOWNER. Was that opinion the one held here in Washington?

Mr. WADSWORTH. I think it could have been so arranged, but it took some time more than the time at my disposal while I was with the board to straighten them out.

Mr. TOWNER. The question of authority, I can readily see, would be a serious difficulty, because while the general direction might be with the board that he should take the training and as part of the establishment and as part of the employees of the establishment, of course, the board recognized that while he was doing the work he would be under the control of his superior in the department.

So far as the adjustment of wages is concerned, I can see no question about that. Supposing that they want to put them in a certain place and your board ought to be agreeable to that if they were willing to be put there. It might or might not reduce the amount the men would do, according to the circumstances and exigencies of the case. It seems that this matter could be very easily adjusted.

Mr. WADSWORTH. Not easily adjusted. There is another factor. These men were not union men. Union wages had to be paid and the question was how much would the employer pay toward these men, where if he had been a man working at $25 the question came up what he would be paid as a union man. Going into one department he would not be paid as much as a beginner, and the man felt he ought to be paid just as much as he earned before he entered the school.

Mr. TOWNER. Do you mean to say that the union men would object to the training, that practical work on the job, unless the man was getting union wages or unless he was a member of the union?

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Mr. WADSWORTH. They would object to the training of certain men, because they did not meet the requirements for the unions or served a strict apprenticeship.

Mr. TOWNER. The fact that he was a wounded soldier and was doing his work as part of his training and education and rehabilitation, so that he could become self-supporting and independent, you say that the unions would object to that?

Mr. WADSWORTH. I say the unions did object to it. That is the condition we met when we went out to place them in this kind of training.

The CHAIRMAN. Those two objections that you have mentioned were dwelt upon in our hearings when we were formulating the law, that if the board would let loose of the man when he went into the industry, whether the industry would exploit him, and whether you can make a proper reconciliation with the union requirements, that it was thought at that time that it could be done and that for these men it could be very well arranged in that way.

Mr. PLATT. Didn't we at one of the hearings on that bill for vocational rehabilitation provide that a person in the industry who did not answer the requirements of the union representatives, in the case of these disabled men, where they went into a place—I believe that was put in the bill we introduced.

The CHAIRMAN. Mr. Holder appeared before our committee at that hearing, and this matter was pretty thoroughly gone over, but I do not remember that Mr. Gompers was also before the committee.

Mr. PLATT. Of course; if the union was not with these men, we are all aware, or think, as far as the American Federation of Labor is concerned, that it makes its interpretation of the union wages and conditions of employment.

Mr. TOWNER. Representatives of labor appeared before the committee and stated that as the primary object and purpose of the training of the soldier while he was in training, and certainly the unions would not consider him as violating their requirements or justify that action on their part to exclude him from such work. We supposed that would be the rule. of course.

Mr. WADSWORTH. There was a factor outside of the union organization. A man placed in work beside a union man—he saw one of our men at the same bench, and he was receiving a minimum wage, say, from the employer and also receiving from the Federal Board a certain amount of money during his period of training which would bring his pay above this fellow here, and there was some criticism on the part of the union men that the man next to him might be getting more pay than the union man.

Mr. TOWNER. Of course, the primary proposition was that these men were learning a trade, working there with fellow workmen and the union men, and they were coming there to be trained. They were at school; and it seems to me as if the practical operation—if the unions considered that as a violation of their rules; if they insisted upon it as applied to the soldier—it would be certainly not carrying out the statements made to the committee by representatives of union labor when we had the bill under consideration.

Mr. PLATT. Not only that, but they practically said, as I recall, that after a man had been tried, although he may not have served a

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regular apprenticeship as required ordinarily by the unions, he would be allowed to work at the job.

The CHAIRMAN. Before you emphasize this same item further, the question came up whether a boy getting compensation and then put in training where he was paid for his work should have his compensation taken away at least to the degree of the wages at the school. It was there and then decided that that should not be done. It was very specific that you should not penalize the boy by taking away his compensation if you are going to give him training. Otherwise. he would say, "I do not want training; I will take the money from the Government and let the matter go." This was very distinctly brought out.

Mr. WADSWORTH. I am of the impression, Dr. Fess, that nevertheless that was done; that boys have had to report monthly as to whether or not they were working and the sums of pay they received, and their compensation was reduced because of their employment.

The CHAIRMAN. That may have been done later.

Mr. WADSWORTH. That is my impression with regard to it.

Mr. ROBSION. In your experience in placing these men, did you run into what is known as the closed shop?

Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. Did the union workmen in these shops object to nonunion soldiers taking training in those shops?

Mr. WADSWORTH. The men had to be admitted to the union and be members of the union.

Mr. ROBSION. They were required to join the union before they could take it?

Mr. WADSWORTH. That is my understanding of the arrangement.

Mr. ROBSION. That is all.

Mr. PLATT. Was there better opportunity to place men in union shops rather than in nonunion shops?

Mr. WADSWORTH. Not that we know of; but we placed men wherever they could be placed with advantage to the men and the kind of training we desired them to have.

Mr. PLATT. Of course, there are many open shops where there is never any objection made at all.

Mr. WADSWORTH. But I might say that during the time that I had charge of the placement department the placement training had not been fully organized and I was working in the placement department, I think, less than two months, at the time when the New York district had done but very little, apparently; it was in the most disorganized state, I think, at the time when I took up the work and others will testify as to this previous condition better than I, as they were concerned in placing the men who were not trainable. That was one of our functions, eligibility for training men and placing men after they had been trained. The time that I was there there had been practically two or three only who had completed training, six who had not much training.

The CHAIRMAN. It is now past the time for the House to go in session and we are not through with you. Could you appear at 2 o'clock?

Mr. WADSWORTH. Yes, sir.

The CHAIRMAN. I would like to have members of the committee come here at 2 o'clock this afternoon, and we will have a session from

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2 o'clock to 4 o'clock. Mr. Griffin, of New York, will be present and his name has been before the committee so many times that every member of the committee wants to be here.

(Thereupon, at 11.45 o'clock a. m., the committee took a recess until 2 o'clock p. m.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to recess.

The CHAIRMAN. The committee will please be in order.

Mr. Wadsworth, you were in the midst of your testimony when we were interrupted by the recess. If you can pick up the thread where you left off, we will be glad to have you go on.

STATEMENT OF MR. F. G. WADSWORTH—Resumed.

Mr. WADSWORTH. Mr. Chairman, I was about to discuss the placement policy of the board, having touched upon the advisement and training policy before the noon recess.

As I stated, my service as superintendent of placement, which brought me into direct relationship with the placement department, was probably not over six weeks' duration in the New York office. I was placed in that position for the specific purpose of organizing the work in the New York office, in view of the fact that up to the time that I took over the work very little organization work had been done—that is, the work of the placement department had been carried on in what appeared to me to be rather an unsystematic manner.

The CHAIRMAN. That six weeks was between what dates?

Mr. WADSWORTH. About March 15 to May 5—sometime between there—1919.

The policy of the board at that time appeared to be to find positions for men who were not eligible for training under the board, and to find positions for men after they had completed their training by the board. The placement training, or so-called placement training, of the disabled men was not at that time in the hands of the placement officers of the board. As the result of this policy in selecting personnel for the placement department of the New York office, it would appear that consideration had been given to finding jobs for men, and not to training them. The men employed by the department when I took over the work consisted of men largely related to the unions, I would say. There was one man from the building trades union, two men from the machinist's union, one man from the steam engineers' union—that is, their relationships were with those unions, and they were selected because of their apparent knowledge of those particular phases of industry, and it was their duty at that time to discover places for men to work. It was a very unsystematic procedure which had been followed, and I thought that there was need for a considerable expansion of the work, and immediately called for more men in the department that we might put it on a broader basis.

After a time certain men were given to me and out of the number were one or two exceptionally good fellows. We proceeded to organize the work by making definite written assignments to the men to

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investigate employment opportunities by making compacts with chambers of commerce, by making compacts with large industrial establishments that could use large numbers of men to discover openings for them, and listing these opportunities as fast as they were made available to us.

The CHAIRMAN. How many additional men did you secure?

Mr. WADSWORTH. Before I left the office I think there were four men added to that department in the six weeks I had charge.

The CHAIRMAN. They were, of course, on salary?

Mr. WADSWORTH. Oh, yes; and my period of service was so brief with that department that I am perhaps not a fair judge of the policies under which they worked. I questioned some of them at the time and was finally asked, with the other placement officers of the country, to meet in Cincinnati for the purpose of going over new procedure relating to placement work. The minutes of that conference will show my reaction toward the procedure that was outlined. I do not have, or did not receive, copies of the minutes, but I know that I took exception to considerable of the procedure that was outlined at that time, but nevertheless the procedure was presented to us and we were told that it had to be carried out and we undertook to carry it out to the best of our ability.

The CHAIRMAN. The criticism that you have would apply to the things that you were to do, that were laid out for you to do or that had been done?

Mr. WADSWORTH. The criticism, as I recall it, at that conference was based on what appeared to me to be the impracticability of the procedure with relation to actual conditions as we had discovered them.

The law when it was changed in July, 1919, brought about an altogether new procedure. This is following my time, but when the new procedure came into effect it placed under the determination of the board placement training in the hands of the placement department, at which time the placement department was packed with men who had been selected with a view to finding jobs for men and not for training men. That was, in my opinion, the character of the personnel of the placement department at the time that new arrangement was made; that it was not such as to be most effective in the administration of that phase of the training program. Nevertheless, the placing department was charged with that responsibility and they had at that time men whose qualifications—this is my own personal opinion only—were not such as to fit them for the kind of work which was to be required.

The CHAIRMAN. Would you elaborate sufficiently to make the discrimination between "finding a job" and "placement training"?

Mr. WADSWORTH. The finding of a job merely meant to discover a vacancy in a place, then get the employer to accept this particular man as an employee. Then the duty of the office ended. Under the training of the man on the job it was necessary not only to discover the place for the man but the kind of work that was being done in detail, the quality of the service being rendered, the types of men rendering it, so as to determine whether the men we placed in those establishments would be properly trained for the trade we wanted them to learn, or whether they would be merely exploited for addi-

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tional hands, for which the Federal board would be paying their wages and they profiting by their production.

The CHAIRMAN. In other words, it was more than an employment bureau, a bureau to find employment for the unemployed.

Mr. WADSWORTH. Much more under the new procedure than a mere employment bureau.

The CHAIRMAN. Mr. Donovan is interested in knowing whether the parties that were placed were getting the daily wage paid. You discussed that this forenoon.

Mr. WADSWORTH. It is not my purpose to deal in personalities with regard to this work, but there was one little objection involved in the placement department that caused me to wonder a good deal, and there might have been some very good reason for it. My successor in that department was a man of excellent training and equipment for the work of a placement officer, having been a personnel officer in one of our Army camps, a man of sterling character and integrity and in every way capable of filling the position in the New York office. He served but a very short time and then one day, without much forewarning, he was displaced by another man, and this other man was put in charge of the work. The man who succeeded me and was efficient shortly after resigned from the board to take up work with the Carnegie Institute of Technology. I feel that in that particular there must have been some misfire somewhere with regard to the personnel selection.

The CHAIRMAN. How long was your successor in the service before that was done?

Mr. WADSWORTH. In what service, may I ask? The service of the Federal board?

The CHAIRMAN. Yes.

Mr. WADSWORTH. He could not have been in the service much over three or four months when he resigned.

The CHAIRMAN. Would you be embarrassed to give his name?

Mr. WADSWORTH. I would not. It was Mr. Hoopengarner. Mr. Hoopengarner is now at Carnegie Institute of Technology. I do not know why he was displaced, and that question always troubled me because I considered him quite an efficient man in the position. I feel, therefore, that the placement department lacked somewhat during my relationship with it a definiteness of policy, and that was the procedure under which they worked was poorly defined, so that the district office—at least the New York office—worked under a considerable handicap during my period of incumbency in the department, in the most effective performance of our service.

Now, as to the policy at the present time I am not able to speak.

The CHAIRMAN. Mr. Wadsworth, there have been observations made before the committee touching the treatment by the New York office of the applicants for training as to the time they would be required to wait about the office. Were you about the office sufficiently to qualify you to give us information along that line?

Mr. WADSWORTH. Yes; I think one of the unfortunate experiences of the New York office was the fact that it was necessary to move so many times. That is, we moved from 280 Broadway to a certain floor in the Winfield Building, and then to another floor, and then to another floor, and our files were constantly in process of trans-

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portation from one place to another, so that when boys would come into the office, I think the greatest delays were caused by trying to locate their folders that might be in one place or another throughout that range of offices, and it was a difficult administrative problem.

The CHAIRMAN. Why were there so many removals?

Mr. WADSWORTH. I do not know as to the reasons for changing from one place to another, except that, as I understood it, the board had to leave 280 Broadway and could not get the floor they wanted—because it was not completed—in the Winfield Building, and they had to take such space as was available until such time as the space that they had arranged for could be acquired.

The CHAIRMAN. What else have you to say about the treatment, the courtesy or lack of courtesy toward the boys?

Mr. WADSWORTH. So far as I know, in my relationship with the boys during my period of service, there was a studied attempt—and I say this with regard to the staff that worked directly under me, for whom I was responsible—there was a studied attempt to render every courtesy to the boys; that we were interfered with in that service mightily by reason of the difficulty of getting the folders as quickly as we wanted them. There was no criticism of the disposition of the men.

Then, there is another factor, and I would like to introduce just this little statement here to show how some of our men were working and under what conditions they did work. To interview disabled men effectively is a slow job. Somebody has said there is a certain psychology of the soldier, but there is a certain psychology of every boy when it comes to training, where he has not been taking training; certain things have to be broken down and other ideas have to be built up before he will get away from the idea that he had in his mind, if it seemed erroneous, and accept the new idea, and it takes some time to fight it out with those men, but the pressure on our men was such because of the boys waiting for training, that we tried to outdo ourselves in handling cases, and I think at the expense of the boys sometimes, because we were so anxious to serve those who were waiting that we did not give full consideration always to the boys that were there.

Now, I have in mind a daily report of certain of my interviewers, which I had given to me to just find out what the men were doing, and one man on July 14, for example, interviewed 20 men personally, examined 32 cases. That is 52 during the working day.

Another man examined 19 men personally and reviewed 24 cases, which was 42 in one day, and still another man 45, and then on the next day it was 53, 51, and 32, and on the next day 43, 31, and 22. With one man going through so many cases, trying to serve the boys, it is quite natural that occasionally in the rush and the meeting of the different characters, a man might say a sharp thing unintentionally without intending to offend, as probably some of them did. It was a trying period of time then, in all the moving and the noise and the racket of those offices, and the men's nerves were on edge most of the time. I know mine were, and I tried to be sweet through it all, but it was difficult at times to do it and the conditions under which we worked were a contributing factor toward the attitude of same of our men toward the boys, and not that they had any hostile feelings toward the boys at all.

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The CHAIRMAN. The report that you have there is not confined to just one person, is it?

Mr. WADSWORTH. No; here are some interviewers in the training section at the date of this report for three days. I took it off just to see if they were doing their full quota or not. I was checking them up.

The CHAIRMAN. What we were wanting to get was whether the one man would see so many to-day and so many to-morrow and so many the next day, and how constant that is.

Mr. WADSWORTH. Taking the case of Mr. Chedester, he interviewed 20 men on Thursday, 22 men on Friday, and 12 men on Saturday—personal interviews.

The CHAIRMAN. Is that an average of what he would do every day?

Mr. WADSWORTH. Practically so at that period, when the rush was on in the office; yes, sir.

The CHAIRMAN. And in these interviews they could not be very extensive, but could they be sufficiently effective that the soldier would go with anything definite?

Mr. WADSWORTH. Well, this interview, may I say, that I am referring to here, was not the advisement interview, not the survey and advisement interview, but the interview with relationship to the course and the school that the man would attend.

The CHAIRMAN. Who established the contact between the board and the soldier?

Mr. WADSWORTH. The vocational adviser.

The CHAIRMAN. The adviser. This does not include that?

Mr. WADSWORTH. This is not the advisement section; no, sir; this is the training section.

The CHAIRMAN. Your service covered five months, you say? Your service there in New York?

Mr. WADSWORTH. At New York, practically; yes, between March 15 to about October 1, 1919.

Are there any other questions with regard to that?

The CHAIRMAN. We think it better to let you present all of the facts you have, and then the individual members of the committee will ask such questions as they want.

Mr. WADSWORTH. I have been discussing what I thought was a weakness somewhere in the manner of selecting personnel for the placement department, which may have interferred with the best functioning of that department.

I wish to call attention briefly to the training personnel problem as I understood it in New York. I had been analyzing my personnel with a view to determining the kinds of work that the men could do most efficiently, and in looking over their experiences I found that I had on my staff seven men with training and experience along academic lines, five men with training along mechanical lines, two men with training along commercial lines, and one man with training along agricultural lines and experience. Now, I felt in the interest of the work that we should strengthen our staff in the mechanical, the commercial, and the agricultural lines, rather than to select men from the academic training and experience, because that was necessary if we were to follow the work up effectively. The

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follow-up work of the department, to my mind, has been one of the weakest phases of the work to date; that the organization of the follow-up work of the men after they entered training has not been carried out effectively.

The CHAIRMAN. Would it be difficult to secure the sort of qualifications that are required at the salary we permit?

Mr. WADSWORTH. I should say extremely so. This paper that I hold in my hand is a copy of a request that I made at the date of this paper for more men. I said: "We need immediately seven men, these men to be of the following types and expert in their respective lines; three mechanical and electrical trades men, two commercial men, and two agricultural men." Right at that time I wanted them, but they did not come through. For reasons not known to me they did not come through, but eventually after some time we got a few men in, but they were taken from where they could get them and not because of their particular training.

The CHAIRMAN. Is that a general criticism, that the qualifications of the men employed were not of sufficiently high rank?

Mr. WADSWORTH. I would put it this way. In my testimony this morning I outlined the original plan for selecting personnel, that they were selected and then trained in the Washington office and then sent out to the various offices. Those men were selected with extreme care. When the expansion of the work began to develop so quickly that they had to take on large numbers of men quickly then I think there were taken into the service numbers of men who perhaps were not thoroughly qualified or who if they were qualified were placed at tasks for which they had not the particular knack or training. I think there was a tendency there to place men in the service in various branches who were not adequately qualified to fill the positions they were called upon to fill.

The CHAIRMAN. How were these men selected?

Mr. WADSWORTH. They were selected on recommendations made by different individuals, approved by the district vocational officer, the approval sent on to Washington, and there the Washington office approved or disapproved the recommendation of the district vocational officer.

The CHAIRMAN. Then in your judgment the method employed was designed to get the best men, or was it not?

Mr. WADSWORTH. I think they desired to get the best men, but I think the method was not of such a nature as to give opportunity to test these men out. Men would come, well recommended to be sure, but they were not given an opportunity to see how they would react to this problem, as the men who were brought to Washington and put under supervision or observation for two weeks, as the original groups were.

The CHAIRMAN. That would fall under the administration of the law. There is no defect in the law?

Mr. WADSWORTH. I do not think so, as to that particular, except the salary question. I think that is a serious defect.

The CHAIRMAN. There has been a question raised as to the civil service requirements, whether, judiciously respecting them, you always get the best qualified men. However, that has been the argument for the civil service to better the service.

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Mr. WADSWORTH. So my contention with regard to the personnel was that the system under which they were required to get men so rapidly and with the limitations on salaries for men, was one of the chief factors of retarding the work of placing men in training—if the work has been unduly retarded.

The CHAIRMAN. Do you recall what effect the new law, July 11, 1919, had upon the board? Did it speed it up—did it overwork the board, or what was the general effect after the law became operative?

Mr. WADSWORTH. The general effect was for the men to become mightily discouraged. Practically every man in the New York office suffered a reduction in salary immediately and immediately began to think about, "When can I get out of the Federal board onto a job where my services will be recognized?" They had been sweating blood over the work, some of them, for months, and then to find at the end of that time that they were cut $500 or more in their salary, it was a severe blow and did affect the morale of the office and I think it slowed up the work materially for a time, from which I do not think it has ever recovered, in fact.

The CHAIRMAN. Would you say, Mr. Wadsworth, that the character of work in the rehabilitation work would require a higher degree of talent, or higher type of ability, than the average work for the Government?

Mr. WADSWORTH. I do not know that there is any Government work but what requires the highest type of ability, but I would say in rehabilitation work the man must have a sympathetic appreciation of the values in manhood and possibilities in men that they may wisely direct those men to their highest development; but if the men come in there without a clear vision of the job, and just work as ordinary tradesmen at a trade, it is no place for them, because there you have got to have a close sympathetic relationship with men, and it is not everyone that has developed that angle of their character.

The CHAIRMAN. When their salary was reduced, do you remember how many men the board lost?

Mr. WADSWORTH. I could not say specifically.

The CHAIRMAN. To the degree that it affected the service, the character of the work?

Mr. WADSWORTH. I could not say just how many men left on account of the salary.

Now, I do not know that I have anything further to say.

Mr. TOWNER. Mr. Wadsworth, it has been suggested that in order to relieve the congestion and to facilitate the early disposition of the cases decentralization of the work should be undertaken. For instance, it has been suggested that the unit in the country districts should be made the congressional district, which would put a population of 200,000 or more into a district and that each one of these districts should be assigned a representative of the board who would be in authority; that by that means the outside assistance might be secured—for instance, the various American Legion associations, the Red Cross auxiliaries and other associations who were immediately interested, perhaps personally acquainted with the applicant, could assist in the disposition of cases, and the placing of the men,

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perhaps, nearer home. What would be your impression as to the advisability of this process of decentralizing, breaking up the large centers which require a large number of men, and where effective service and attention is not always possible?

Mr. WADSWORTH. I would say, as a reaction to that, that the decentralization process would involve more duplication of work in relation to cases, and that the centralization idea of having an office like that at New York is wholly practicable, if within that office the work is organized according to the procedure that should be taken.

Now, as an illustration, in the New York office, there would be 100 to 150 men awaiting attention, disabled soldiers, and the resources of the office were taxed daily to take care of that standing army of men right before us; whereas, out in Buffalo and Connecticut and New Jersey were other thousands of cases in the files that were not being given attention, and had the office been organized so that a force was handling extra metropolitan district cases while another force adequately organized was handling the men in the office that came to the attention there personally of the office, it could have been handled, I believe—and can be handled—with the present organization. If you will pardon me, I believe that the decentralization should come from Washington out into the districts as they are now organized rather than cutting it up into a great number of small units of organization such as you would have under the congressional arrangement. I think that the board in Washington should not be an executive and legislative board, but purely a legislative board and that the executive work should be done in the district offices; that they should make reports, that this board should determine policies and not be acting on individual cases, but that they should delegate responsibility and authority to competent administrators in the district offices and pay those competent men a salary commensurate with the services which they are rendering—and it is more than $2,400 you will have to pay for that kind of service.

Mr. TOWNER. Your idea is, then, that the present system could be so reorganized that it could render efficient service without the decentralization?

Mr. WADSWORTH. I think that it can render efficient service, providing it will get the authority and the responsibility into the units already established.

Mr. TOWNER. You said that you thought that the decentralization idea would make for duplication of work. In what respect would it make for duplication of work?

Mr. WADSWORTH. In the movement of men from one district to another for training, and their papers having to crisscross, and the relationship of checking up the men. For instance, here is a district office over here handling a man who is getting training in another district office; therefore he has got to go over and attend to his case in this other district, and there are constant crisscrossing of relationships between the offices.

Mr. TOWNER. Wouldn't that exist under the present system?

Mr. WADSWORTH. Not to such an extent.

Mr. TOWNER. Does it not exist under the present system?

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Mr. WADSWORTH. To a certain extent it does, and the transfer of cases is necessary, but not to the extent, in my opinion, that it would under a more decentralized arrangement of the districts.

Mr. TOWNER. Under the decentralized idea a man would be most likely placed for training, if it were possible, within his own district.

Mr. WADSWORTH. I think that is the case now.

Mr. TOWNER. And, of course, if that would be the case, they would have more successful follow-up work than would be possible under the present system, would it not?

Mr. WADSWORTH. Well, I do not know as to the success of the follow-up work. It would depend wholly on the proper assignment of men to the field from the central office in New York.

Mr. TOWNER. Any system would depend upon that. You just said that the reorganization of the present regional offices would depend for effective work upon the character of the men who had it in charge.

Mr. WADSWORTH. Certainly.

Mr. TOWNER. And that would be the case under any system, would it not?

Mr. WADSWORTH. Absolutely.

Mr. TOWNER. That is all I have.

Mr. BLANTON. Mr. Wadsworth, with regard to the functioning of this board, I was a member of the joint committee of the Senate and House that first heard evidence and framed this legislation when we had the representative of this work from the Canadian Government before us, and others. My impression then of the purpose and scope of this work was that we would have experts in every line to make a complete survey and examination from every standpoint of these disabled service men and after such an expert examination from every standpoint of their maximum possibilities yet remaining, then we would train them according to the final decision of that board and the diagnosis of their cases so as to develop their maximum possibilities. I must confess that from what I have heard of the real functioning of the board that purpose has not been carried out.

Mr. WADSWORTH. The board tried, according to its best ideas, to carry that out.

Mr. BLANTON. It did try to carry out that purpose?

Mr. WADSWORTH. And did, in my opinion, seek by every means at its disposal to give the men the kind of advice and service you desire. I think there is one of the criticisms of the board. They have tried to do that so well that they had in the district offices, in addition to the vocational advisers, a case board to pass upon the cases and the training, with their medical and other representatives. It then went to the central office and passed before a similar board for review, and they were so anxious that that man should get the thing that he should have that they duplicated work and I think retarded the work, but it was the idea of the central office to give the man every benefit of every doubt as to the best possible training for him, and I think probably that policy, so far as the idea was concerned, was all right, but in practice it slowed up the machinery so much that many of the men were retarded in getting training.

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Mr. BLANTON. You agree, I presume, that if the Government does its duty by its disabled service men, it is going to give them that particular training which will bring into force and effect their maximum possibilities?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Is that not the case?

Mr. WADSWORTH. That is correct.

Mr. BLANTON. This being a serious problem that is to affect all of the future life of these men, possibly it might be said in some instances that there is a slowing up in order to do the best by them?

Mr. WADSWORTH. Unquestionably that is correct.

Mr. BLANTON. Now, has there been a proper kind of expert survey of these men to determine their maximum possibilities?

Mr. WADSWORTH. In my opinion the board in its original plan of selecting personnel and training them, taking men with their training and experience, giving them the ideas on vocational advice which they did give, which were sound, at their conference in Washington, those men went out more or less fitted—and quite more than less fitted—for the kind of survey that you suggest. When they increased the personnel rapidly they put these advisers into the district offices to be trained on the job, and my experience was this, that if that man happened to be a machinist, at least during his first few weeks of advisement, most of the men were advised to be machinists; if he was in the commercial field, most of the men were advised to enter the commercial field, and it took some time for him to get out of the notion that all men should not be what he was. Expert advice requires a broader vision than that, and it takes time to develop it. But the board was not at fault there, in my opinion. They were under the necessity of getting advisers somehow and they got the best they could get under those conditions.

Mr. BLANTON. Now, of course, the man's inclinations and his personal desires are a factor, a substantial factor, that must be taken into consideration, but should it be the controlling factor?

Mr. WADSWORTH. The controlling factor, to my mind—and I make this assertion from my experience with the board as to vocational advisement—is primarily the man's desire. That should be the first basis of attack, plus his ability to profit by the instruction which he desires, plus his ability to apply that instruction.

Mr. BLANTON. Now, on that point, let me call your attention to this fact: A man, an ex-service man, torn in mind and body, with likely a limb off, and who has just undergone all of the terrible horrors of his experience in France, and of possibly weeks and months of suffering in a hospital, coming out, possibly uneducated, is that man's desire under his then state of mind as to what he thinks he would like to do in life without any assistance or suggestions from the best of experts as to what his possibilities are—do you think that that is the controlling factor?

Mr. WADSWORTH. I think this, that unless that man's desire is acquiesced in and he is allowed to try the thing he desires and proves to his own satisfaction that it is a failure; or unless you can persuade him, through giving him a view of other occupations, that there are other more desirable ones, then I say that that man will

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not be satisfied in anything you give him, and therefore he should be given a tryout, if it is at all practicable along the line of his desired education, if for no other reason than to prove he can not do it. That is advisable in some of those cases because of their mental condition.

Mr. BLANTON. Now, I want to get down to another question, and I hope you will not take offense at any of the questions I ask you, because I am trying to seek some light on the subject as one member of the committee for the best interests of our service men.

Complaint has been made to me in numerous instances from my own and several other States, that not only has the board at New York been stacked with men favorable to union labor organizations of the country but that the soldier himself has been discriminated against in many instances by placement officers who were antagonistic to the service man because he was not a union man and they were and that this has been going on in numerous States. Now, on that general subject I want to ask you some pointed questions, and I hope you will consider the spirit in which they are asked and not take offense.

When you were on that board, you had charge of placement work how long, did you say?

Mr. WADSWORTH. About six weeks in the New York office.

Mr. BLANTON. Six weeks?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Now, I want to ask you if it is not a fact that at that time you had under you, engaged in that work as placement officers, first, a man by the name of Tompkins?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Did you have a man by the name of Briggs?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Did you have a man by the name of Jones?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Did you have a man by the name of McGovern?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Now, let me ask you about these men.

Do you know whether or not Mr. Tompkins was a member of the Builders and Trades' Union?

Mr. WADSWORTH. I understood that he was secretary of the Builders and Trades' Union.

Mr. BLANTON. In New York?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Then he was a union man?

Mr. WADSWORTH. I understood so; yes, sir.

Mr. BLANTON. Did you understand that Mr. Briggs, who was under you in this placement work, was a member of the machinists' union?

Mr. WADSWORTH. I did so understand; yes, sir.

Mr. BLANTON. Did you understand that Mr. Jones, who was placement officer under you in this work, was a member of the machinists' union?

Mr. WADSWORTH. Yes, sir; I did so understand.

Mr. BLANTON. And Mr. McGovern, whom you mentioned, has already testified that he is a union man and has been for 17 years.

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Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. In New York, and had been an officer of one of the Unions there for that long.

Have you ever had occasion to witness what is known as a labor strike?

Mr. WADSWORTH. Yes; I have seen one—I was there in New York when the stage hands struck.

Mr. BLANTON. Being a man of business experience, you have witnessed that?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. You have witnessed these placards that are sometimes used when they should not be used in such strikes?

Mr. WADSWORTH. I don't know whether they should or should not be used. I have witnessed them.

Mr. BLANTON. That is my assertion, that they should not be used—where the strikers have placards on them with reading matter.

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Now, with regard to such strikes, where union men walk out and nonunion men take their places, and they picket the place, and so forth, do you know what term, what general term is applied by the union men to nonunion men who take their places?

Mr. WADSWORTH. "Scabs," I think.

Mr. BLANTON. They are called "scabs." Then the nonunion men who take the industrial places of strikers who are union men, by the union men are termed "scabs."

Mr. WADSWORTH. I think that is the name they apply.

Mr. BLANTON. Now, one of the members of this board is a union representative, Mr. Holder?

Mr. WADSWORTH. I so understood.

Mr. BLANTON. And he, so I have been informed, is an ex-officer of the machinists' union. Now I note that two of these placement men you mention, Mr. Briggs and Mr. Jones, are from his union, his particular union, the machinists' union. I want also to call your attention to the fact that since this Mr. Holder has been on the board, Mr. Brunson's assistant, Mr. Taylor—are you acquainted with Mr. Taylor?

Mr. WADSWORTH. I know of him as the assistant to Mr. Brunson, who was superintendent of placement.

Mr. BLANTON. Now, I am reliably informed that Mr. Taylor is also a member of Mr. Brunson's machinists' union.

Mr. WADSWORTH. I could not say as to that.

Mr. BLANTON. Mr. Brunson is a members of the machinists' union. That is a fact on which I have reliable information. Are you acquainted with Edward O. Dixon, the placement officer in New York?

Mr. WADSWORTH. I am not.

Mr. BLANTON. He is, so I am reliably informed, secretary of the Machinists' District Council of New York.

Now, you spoke of a man who succeeded you when you resigned being, in your judgment, a splendid man for this work—a Mr. Hoopengarner.

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Mr. Hoopengarner was not a labor man, was he?

Mr. WADSWORTH. I don't think he was; no, sir.

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Mr. BLANTON. And you say he stayed there only a short time?

Mr. WADSWORTH. Yes, sir.

Mr. BLANTON. Now, Mr. Wadsworth, you know it to be a fact that Mr. Brunson, who was a brother union machinist to Mr. Holder, got rid of Mr. Hoopengarner because he was not a union-labor member, in order to put a man named Barnes, who was a union member, in his place?

Mr. WADSWORTH. I do not know that to be a fact. I do know that Mr. Barnes succeeded Mr. Hoopengarner, and that Mr. Hoopengarner had notice that he was to be succeeded but a very short time before he was succeeded.

Mr. BLANTON. You felt that he had been displaced without any reason?

Mr. WADSWORTH. I did feel so; yes, sir.

Mr. BARNES. And, as a matter of fact, Mr. Barnes is a union man and in charge of union work for the A. F. L. Isn't that a fact?

Mr. WADSWORTH. I do not know his affiliations.

Mr. BLANTON. You will not say he is not?

Mr. WADSWORTH. I would not say he is not.

Mr. BLANTON. Well, I have very reliable information that he is, and has done a great deal of work for the American Federation of Labor.

What is your idea, Mr. Wadsworth, if I may ask you the pointed question without offense, as to whether or not this board has been more or less stacked with union representatives?

Mr. DONOVAN. Mr. Chairman, I don't think that is a fair question.

Mr. BLANTON. Well, if it is a fact, Mr. Chairman, we Members of Congress ought to know it and we ought not to be ashamed of it; we ought not to be afraid of it.

Mr. DONOVAN (interposing). Mr. Chairman, let me make a suggestion——

Mr. BLANTON (interposing). I am not afraid of it.

Mr. DONOVAN. I am not afraid of it, either, but I don't think it is fair to the witness. I don't think he is qualified here as an expert on those lines, and he has not come here for that purpose.

Mr. BLANTON. If it is so, I want to know it.

Mr. DONOVAN. I don't wish to press the objection, but I don't think it is hardly fair.

Mr. BLANTON. I hope the gentleman from New York will not press the objection.

Mr. DONOVAN. I do not press it.

The CHAIRMAN. I understand you are asking for his opinion?

Mr. BLANTON. Yes, sir; his opinion. He was a member of this work in the placement service, and his opinion is a matter that is highly important to this investigation and hearing. I am asking him as an expert, and expert testimony is based solely upon opinion. It is nothing else. The testimony of an expert doctor is the physician's opinion.

The CHAIRMAN. Based upon facts.

Mr. BLANTON. Based upon his familiarity with the subject; based upon the hypothetical situation.

The CHAIRMAN. The Chair will rule the question in order if the gentleman is asking for facts.

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Mr. BLANTON. I am asking for his expert opinion, based upon the hypothetical facts of this case. In other words, I have shown here, Mr. Chairman, as a basis for asking the question, I have shown all these facts——

The CHAIRMAN (interposing). Mr. Blanton, just a moment. The chair was under the impression that you were laying the foundation for a specific question as to whether the board was showing any partiality between soldiers and these other men.

Mr. BLANTON. I will get to that. There are a number of questions that I want to ask on this line, but I want to tell you right now, Mr. Chairman, I protest, I protest seriously, against the interest of one little class interest of the United States stepping in on every occasion and preventing the people's representatives of the Government from finding out the facts as they exist in this Nation with regard to the Nation's business. We are confronted with it every time the question comes up.

The CHAIRMAN. There is no objection to your getting the facts.

Mr. BLANTON. We are confronted with it in Congress; we are confronted with it in the executive business; we are confronted with it in committees and everywhere, and the time has come when it ought to cease.

Mr. HOLDER. Mr. Chairman——

Mr. BLANTON (interposing). I refuse to be interrupted by someone other than a member of the committee in my interrogation of this witness.

The CHAIRMAN. That objection will be sustained. Mr. Blanton would be——

Mr. HOLDER (interposing). Mr. Chairman, will you permit me to ask a question at this time?

Mr. BLANTON. I refuse to be interrupted in this examination by an outsider.

The CHAIRMAN. If any member of the committee objects, I can not allow it.

Mr. HOLDER. A mere observation I was going to make was if the gentleman from Texas——

Mr. BLANTON (interposing). I refuse to have this gentleman interpolate any remarks in my interrogation of this witness.

The CHAIRMAN. The member of the board will have a chance to speak.

Mr. BLANTON. I ask that the stenographer leave his interruption out of the record. He has no right to interrupt me here when I am trying to bring facts out here to confront him with possibly something that he don't like.

Mr. HOLDER. I wanted to be of some assistance.

Mr. BLANTON. I do not need any assistance whatever from the gentleman. I am thoroughly familiar with whatever subject I pursue here.

The CHAIRMAN. The Chair understands that the question that Mr. Blanton asked of Mr. Wadsworth was whether from the facts he has in his possession——

Mr. BLANTON (interposing). In his possession and in his familiarity of the work, what is his opinion on this subject?

The CHAIRMAN. That the board has been packed?

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Mr. BLANTON. Packed with members of union labor.

The CHAIRMAN. What would be—what do you mean by "packed"?

Mr. BLANTON. Well, that is a term—that is a word the familiarity with which—I mean, the knowledge of which and the meaning of which is so well known to everybody except college presidents that I don't care to put any further explanation of it into the record. [Laughter.]

The CHAIRMAN. The witness will answer the question.

Mr. WADSWORTH. I have already answered the question, so far as my knowledge will permit. At the time I was asked to take charge of the placement department of the New York office the employees named were then in the office, and during my time there was added to the office three or four men, among that number being Mr. Hopengarner and another man named Sawyer, whom I do not think was related to any union or a member of a union. There were also two other men added at that time, and one was Mr. McMillan and another was—I would have to consult the record to think of his name; it was a peculiar name. I think Mr. McMillan was a union man, but I am not sure of the other man. Beyond that I can not say as to the policy of the personnel of the other district officers. The assumption was, and I think that the board was acting under what they deemed to be a wise assumption, that under the original policy of the board men familiar with the trade relationship and industrial conditions would be best qualified to assist men in obtaining employment, and on that basis the type of men selected probably were chosen—the men were chosen because of that.

Mr. BLANTON. And were union men, the majority of them?

Mr. WADSWORTH. Presumably because of the relationship which the placement department would have to places where union men were employed.

Mr. BLANTON. Well, I don't censure you for your answer. Now, Mr. Wadsworth, a man who is a member of an organization which covers, say, 4,000,000 men out of the 110,000,000 people of the United States, and who in times of emergency, at least, looks upon the balance of the people outside of his organization as scabs—whatever that term may apply to—and who is under oath, whatever that oath may be, to his organization, says he will always protect the interests at least of the organization, so far as he can, do you think that kind of a man could make this work anything but a failure, where it comes to placing men who are not his union brothers and whose interests are antagonistic to his?

Mr. WADSWORTH. During the period of my incumbency in the placement department I did not feel that the men working under me were taking that attitude toward their work.

Mr. BLANTON. But I am talking about the matter from a psychological standpoint. Answer the question from the psychological standpoint.

Mr. WADSWORTH. Presumably a man would be loyal to the organization to which he belonged—at least he should be, if he was a member of the organization.

Mr. BLANTON. Well, to answer the question psychologically, this would be your answer.

You did state this morning, did you not, that in substance, from your personal experience with the attitude of labor unions in some

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instances, and with this placement department work, in some instances the disabled soldiers were forced to become members of unions? Did you, in substance, wish to have us draw that conclusion?

Mr. WADSWORTH. That they were forced to become? No; I did not; that they did become, but I did not wish to make the assertion that all men were forced to become members.

Mr. BLANTON. But they did become members of unions?

Mr. WADSWORTH. They found it more congenial to work as a member of the union in cases where a large number of union men were working, and I assume that they did join the unions on that account; certain of the men did.

Mr. BLANTON. Now, then, taking the other side of your answer, impliedly, if they had not become members of the union, then their work would not have been so pleasant for them?

Mr. WADSWORTH. Well, that has been the experience of some of us who have worked in contact at different times in places where the majority were union men.

Mr. BLANTON. Did you or did you not ever find unions standing in the way of proper placement of men, where it would have been easy to have placed them otherwise?

Mr. WADSWORTH. I think, with the relationship we had, that the men on our staff were able to win cordial recognition of their unions, particularly for the men to whom they had been assigned.

Mr. BLANTON. Did you ever find in your experience any antagonism or opposition——

Mr. WADSWORTH (interposing). I had no antagonism from the unions.

Mr. BLANTON. What do you say with regard to the men who were drawing, say, $100 from the board a month, and certain salaries from certain industrial establishments, and where their maximum income, including the salary and the amount that was coming from the Government, amounted to more than some of their fellow workmen were getting? Did you have any trouble in that line?

Mr. WADSWORTH. That was a condition which we felt, but I have no specific cases in mind where that has been the case.

Mr. BLANTON. You felt it?

Mr. WADSWORTH. We felt that there would be that condition to contend with in making our arrangements for placement training cases, particularly.

Mr. BLANTON. And you were forced in some instances to reduce the Government allowance on that account?

Mr. WADSWORTH. Well, up to the time that I had severed my connection with the board, the placement training financial arrangements had not been completely determined upon. There had been various experiments with it, but no definite policy had been finally determined upon. I think it is time there is a definite policy with relation to the payment of men who have training on the job, so called.

Mr. BLANTON. Mr. Wadsworth, you say—for instance, take a soldier who came off of a farm and who was not a member of a labor union, and he is being placed—trained and placed in an industrial line—could he be placed in an industrial establishment where there is maintained what is known as "the closed shop" without becoming a member of the union?

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Mr. WADSWORTH. I should not think, if it was a closed shop, he could; no, sir.

Mr. BLANTON. He could not?

Mr. WADSWORTH. Not if it was a closed shop.

Mr. BLANTON. Then every industrial establishment in the United States where the closed shop is maintained—which means simply this, that the employees will not permit anyone else to work there unless he is a member of a union—that is what it means, isn't it?

Mr. WADSWORTH. I think so, as I understand it.

Mr. BLANTON. Then every industrial establishment in the United States where the closed shop is maintained by the employees would deny placement to a trained disabled soldier who was not a member of the union unless he joined?

Mr. WADSWORTH. Unless an exception was made in that case, and I understand arrangements were being made, perhaps had been perfected, whereby a certain amount of training under the Federal board in institutions would stand in lieu of apprecenticeship and men would be admitted to full standing in the union because of that training at an earlier time than otherwise would be the case.

Mr. BLANTON. But they would have to join the union. That would merely remove the apprenticeship period time.

Mr. WADSWORTH. But whether they would join the union or not I could not say, but they would have to meet the union standard of workmanship, as I understand it.

Mr. BLANTON. Well, the union standard of workmanship is merely a card, a pocket card in the union, isn't it?

Mr. WADSWORTH. I do not know as to the details. I think it involves more than that.

Mr. BLANTON. Would you say that the union rules and regulations, and the existence of them as you find them in the country, are a help or a hindrance to the proper placement of our soldiers?

Mr. WADSWORTH. That is a hard question to answer, in view of the limited number of placements that we were able to make during the time I was in the office.

Mr. BLANTON. And you would not like to answer that yes or no.

Mr. WADSWORTH. I would not like to go on record as giving an opinion on that.

Mr. BLANTON. I will not press it, because it is embarrassing sometimes, and I find it embarrassing sometimes even to me in my official life.

Mr. WADSWORTH. If my opinion would be of any value, I should be pleased to give it; but I doubt if it would have any value under the circumstances.

Mr. BLANTON. I do not believe I have anything further.

Mr. ROBSION. Mr. Wadsworth, I believe you resigned in October, 1919?

Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. Why did you resign?

Mr. WADSWORTH. For a variety of reasons. I came with the board under a six months' leave of absence from my former employers, and then I asked for an extension of six months, which expired the 1st of October. I was much interested in the work, however, and was finding great opportunity for service up to the time the new

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legislation came in, when my salary was cut $500, making it impossible for me to live within my salary and maintain my family in one place and myself in another, which had to be the case. Then changing the policy of the board from that of helpfulness direct, seeking to help the men, to a policy of just meeting the applications and demands of the men did not appeal to my idea of what this country ought to do for the men; therefore I felt that the work was not enjoyable and the compensation was not adequate, and that I should return to my position, which was open to me at that time.

Mr. ROBSION. And what was the controlling factor of the two?

Mr. WADSWORTH. Of course the salary question is a great controlling factor with a man with a family, and that was one of the big controlling factors in my mind. Had the salary been adequate and the conditions of employment congenial because the service we were rendering was commensurate with the task before the country, we would have been delighted to continue in the work.

Mr. ROBSION. When you speak of the change of policy you mean the new set of rules or regulations that were sent up?

Mr. WADSWORTH. You see how it is, when I went over to France and England——

Mr. ROBSION (interposing). That is what you mean by change of policy?

Mr. WADSWORTH. I went over to France and England to help with the publicity work among our disabled men. I met them in the hospitals; I helped to buoy those fellows up, and I took great delight in giving them the message of what Uncle Sam was going to do for them. Our workers in France did the same thing, and everywhere it was the testimony of the men in charge of the hospitals that the good news of what this Government would do for the boys had decidedly a good effect upon raising the morale of the boys in the hospitals, and we came back full of enthusiasm; in fact, we felt that this was one of the biggest things being done.

Mr. ROBSION. When did you come back?

Mr. WADSWORTH. About the 1st of March, 1919. We came back full of enthusiasm for the great U. S. A. that was going to do so much for the boys, and then when this change of policy came, which seemed to limit our service to the boys, some of us felt that the task was going to be much smaller, and the service much less than we had given the boys to understand, and really we hated to meet the boys with this change of policy—at least I did.

Mr. ROBSION. Well, Mr. Wadsworth, you have not answered my question. What you refer to as the "change of policy" is the new rule that was sent out some time in July or August, 1919?

Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. And you have enumerated them here under the head of A, B, C, D, etc.?

Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. You say that the rules as laid down for determining the men who should receive vocational training were rules of exclusion rather than rules of inclusion?

Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. Now, why do you say that rules like that were established by the Vocational Board?

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Mr. WADSWORTH. Because of the feeling on the part of the officers—this is just my interpretation—there were not funds enough to make the liberal interpretation of the law which originally was made.

Mr. ROBSION. I would like to know if that is based upon any fact within your knowledge, or is it just merely a surmise?

Mr. WADSWORTH. That is a surmise on my part; yes, sir.

Mr. ROBSION. As one member of this committee and as a member of the committee at the time this legislation was passed and having watched it closely, I want to say that I do not think there is any basis at all for that surmise and no reason for any such policy being adopted—I mean on that account—because when the matter was before the committee the highest amount that was suggested that would be necessary was something like $4,000,000, and then later on in the House it was intimated that it might require $16,000,000; but Congress finally appropriated $14,000,000, nearly three times as much as was suggested to our committee when the legislation was on; and for the further reason that nearly every speaker on the floor of the House, including the chairman of the Committee on Appropriations, stated that Congress would be in session for many months, and if this sum of money did not suffice, that as the needs arose and there should be any request for it Congress would provide the additional money, and for that reason I feel that there is no ground for any such ruling on the part of the board in adopting rules of exclusion from the benefits of this act for the American soldier.

The CHAIRMAN. Mr. Robsion, may I interrupt you there?

Mr. ROBSION. You may.

The CHAIRMAN. The bill of July 11, 1919, that had passed the Senate and was up before the House carried $6,000,000 appropriation. When the Federal board appeared before the Appropriations Committee, $4,000,000 was put into the sundry civil bill. This law was not enacted yet, but had passed the Senate; and the board was expecting $10,000,000, $4,000,000 in the sundry civil bill and $6,000,000 in this bill. That is why the items were constantly discussed as $4,000,000 and $6,000,000. Unfortunately it appeared on the part of some members of the Appropriations Committee as if the one would take the place of the other. The members here will remember that.

Mr. ROBSION. I know that speeches were made on the floor in which the language used was along the line that I have stated.

The CHAIRMAN. At any rate, the $14,000,000 that was granted was more than had been asked for.

Mr. ROBSION. As the chairman of this committee knows, every word uttered on the subject pointed to the fact that this Committee on Education, as well as the House, would stand ready to appropriate all the money necessary.

The CHAIRMAN. I think there is no doubt about that at all.

Mr. ROBSION. And as one member of the committee I feel there would be no ground for the board denying training to any American soldier or to adopting rules of exclusion because Congress might not appropriate sufficient money, when the attitude of Congress was just the contrary.

Now, you have stated that the adviser of the soldier boys required a man of trained mind or skilled along certain lines?

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Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. And you further added that he must put some heart into his work too, didn't you?

Mr. WADSWORTH. Absolutely.

Mr. ROBSION. And so it would take the head and heart, too?

Mr. WADSWORTH. That is my conviction.

Mr. ROBSION. Now, did you hear anything about the hard-boiled order by which the officers or members of the board were to eliminate the heart part?

Mr. WADSWORTH. Not that appeared in my service. There was no such order issued, to my knowledge.

Mr. ROBSION. Have you seen that?

Mr. WADSWORTH. I have not.

Mr. ROBSION. Have you heard of the substance of it?

Mr. WADSWORTH. I have heard of it and seen what purported to be the reproduction of it in the New York Evening Post.

Mr. ROBSION. I think it is admitted that that is a reproduction of it. Now, was that a proper order?

Mr. WADSWORTH. In my opinion, if such an order was sent out, it was not a proper order.

Mr. ROBSION. How many men and women were employed in the New York office? Give the approximate number.

Mr. WADSWORTH. About three hundred.

Mr. ROBSION. How many vocational advisers were there there?

Mr. WADSWORTH. In the office and in the field together?

Mr. ROBSION. Yes, sir.

Mr. WADSWORTH. Probably about 20. Those are just estimates, because I did not have the complete personnel.

Mr. ROBSION. How many of these placement men did you have under you?

Mr. WADSWORTH. At the time I took charge of the office I had four men; at the time I left there were probably seven or eight men.

Mr. ROBSION. How many of these advisers were kept in the New York office—vocational advisers?

Mr. WADSWORTH. I think there were about six or eight men known as vocational advisers in the office.

Mr. ROBSION. How many men would they interview during the day?

Mr. WADSWORTH. Well, they probably interviewed from 10 to 15 men each.

Mr. ROBSION. There has been considerable testimony before the committee to the effect that there would be 15 or 20 men there in one day, and they would remain there all day and would not receive attention. How would you explain that?

Mr. WADSWORTH. I would say that is possible, in view of the fact that the staff was not adequate to meet these men personally for the interviews required, and because in some cases of the difficulty of locating the men's cases to determine what action had been taken on the case up to that date. The moving of the office so many times, removing from one place to another, did cause considerable confusion in the files.

Mr. ROBSION. How many examining physicians did you have there?

Mr. WADSWORTH. At the time I left the office I do not know the exact number, but I think four or five.

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Mr. ROBSION. And about how many men could the physician, as a general rule, examine in a day?

Mr. WADSWORTH. I could not give you a fair estimate, because that examination was done in a private room that I had no access to.

Mr. ROBSION. When was it that you say the new orders came to the New York office and caused two of the men employed there to shed tears because of the harsh terms of the orders?

Mr. WADSWORTH. That procedure was printed and sent out some time after the passage of the act; I don't know the exact date.

Mr. ROBSION. Would that trouble, if any, have been with the law or with the manner in which the law was administered? Take the New York office there and the way the matter was carried on, did it have a tendency to encourage or discourage vocational training among the soldiers?

Mr. WADSWORTH. Well, I think the whole tendency of the New York office was to encourage vocational training, but the handicaps met with until the law was revised with relation to war risk insurance. had a tendency to discourage the members of the staff from trying to do anything for the men, and that discouragement was reflected in their relationship to the men themselves.

Mr. ROBSION. I am not speaking of whether or not the staff undertook to praise the men, but the way the plan was carried out, let it be the fault of the law or the fault of the system, did it encourage or discourage vocational training among the soldiers?

Mr. WADSWORTH. Well, I say the law originally discouraged vocational training because of the slow process of getting men into training, getting compensation, and getting their awards of compensation so as to determine their eligibility for training.

Mr. ROBSION. Well, when they sent out this new set of rules——

Mr. WADSWORTH (interposing). Now you are speaking of under the change in the law?

Mr. ROBSION. Didn't that discourage vocational training?

Mr. WADSWORTH. I say, placing the burden of proof on the man had a tendency to discourage vocational training.

Mr. ROBSION. And you say up to that time it was the policy of the board to seek out the man and to show to him that he had the right to training?

Mr. WADSWORTH. That was my understanding.

Mr. ROBSION. But under this new plan that was adopted, the man sought out the board and it was up to him under a great many handicaps to prove to the board that he was entitled to training?

Mr. WADSWORTH. Exactly.

Mr. ROBSION. It put the burden of proof on him?

Mr. WADSWORTH. Yes, sir.

Mr. ROBSION. Now, you spoke about having too many experts. What do you mean by that? Too many experts in the New York office?

Mr. WADSWORTH. I do not recall speaking about having too many experts.

Mr. ROBSION. Well, too many boards or subboards, or subcommittees.

Mr. WADSWORTH. Of having the Case Board and the approval by various departments, I felt was rather a duplication of work there in some departments.

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Mr. ROBSION. And there was too much red tape, wasn't there?

Mr. WADSWORTH. Absolutely. I have contended that from the beginning.

Mr. ROBSION. And that red tape in the New York offices unnecessarily added expense to the Government, in your opinion, did it not?

Mr. WADSWORTH. I think all red tape costs money.

Mr. ROBSION. And caused delay in the settling of the cases of the soldiers?

Mr. WADSWORTH. There is a certain amount, of course, of that so-called rep tape that is required, and I felt, and do feel now, that the desire on the part of the board to check and countercheck their work so as to be able to meet any criticism that might arise produced and developed a great deal of rep tape that ought not to have been put into the system.

Mr. ROBSION. And you say that the system that was employed there to check and recheck the various boards, one against the other, in order to prevent any soldier getting training that he was not entitled to receive, that in your opinion that expense was more than it would have been without that system and with some fellow slipping in and getting the training that perhaps did not come within the strict provisions of the law.

Mr. WADSWORTH. I will say this, that if the Government would undertake to educate all of those men who desired education, earnestly, honestly desired education, so far as that could be discovered, regardless of the degree of their disability, it would be a money-saving device for the Government, rather than trying to keep certain men out who might perchance be educated who were not legally entitled to their education.

Mr. ROBSION. So that these rules and regulations of exclusion that you spoke about, in their operation and in carrying them out have cost the Government more money and have required more money to carry them through than if you did not have them? Is that it?

Mr. WADSWORTH. I am of that opinion, but I do not think the board is altogether responsible for that extra expense. I think the law required that they make certain rules and regulations, and place checks upon their work, such as cost money, that should have been directed toward the education of men.

Mr. ROBSION. But you don't mean to say that the law requires these several boards that they have there, do you?

Mr. WADSWORTH. I think the procedure probably was the policy, and the methods of procedure could have been simplified greatly in the interest of the men.

Mr. ROBSION. I do not know as it has been shown—I do not think it has—just state how many of those boards up there checked one against the other?

Mr. WADSWORTH. The vocational adviser was checked over against the training department interviewer; the training department interview work was passed upon by the medical department to determine the eligibility for training; the opinions of these men were passed upon by the case board in the New York office; the case board decision was handed on to Washington and passed on there by another case board; and then, finally, the decision returned to our office to place the man in training or to furnish additional information.

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Mr. ROBSION. Now, with a reasonable degree of dispatch, how long would it take the fellow to get through that array of boards, checking one against the other?

Mr. WADSWORTH. Well, if it was a single case which was being handled, it might go through within the course of three or four or five days, but in the flow of cases it did not go through directly, but would get sidetracked very often.

Mr. ROBSION. What has become of the two men that shed tears up there because of the new attitude of the Vocational Board here at Washington toward the wounded soldiers?

Mr. WADSWORTH. One of those men is no longer employed by the board. I don't know just what work he is in. The other one is still employed by the board.

Mr. ROBSION. Would there be any objection to giving their names?

Mr. WADSWORTH. I do not know what value it would have to show their attitude at that time.

Mr. ROBSION. No; but we might want to call them as witnesses.

Mr. WADSWORTH. If you demand them——

Mr. ROBSION (interposing). I will not demand it of you, but I just asked the question if you have no objection.

Mr. WADSWORTH. In justice to the men I would rather withhold their names.

Mr. ROBSION. Very well. That is all.

Mr. DONOVAN. Mr. Wadsworth, Mr. Robsion asked you at some length relative to your surmise as to the attitude of the board in regard to regulation, and stated it as his opinion, as one member of the committee, that the Congress and the Appropriations Committee were perfectly willing to give an unlimited amount, or a sufficient amount, to the board for its functioning. Now, as one member of the committee, I do not subscribe to that view only to this extent: I think that Members of Congress, without question, were in that attitude, but my recollection is very positive that the chairman of the Appropriations Committee, Mr. Good, did not show the full degree of sympathy or willingness to make the appropriation that was sufficient, and I remember on the floor distinctly that he charged that this board went out into the highways and byways, or in substance those words, and brought in these men for training. I make this observation in relation to your suggestion that the follow-up work of the board was one of the lame features of it and in further reference to the fact of why a number of valuable men resigned, the class of men of which I say with full sincerity, not with any degree of flattery, that I regard you were one, were lopped off in salary at that time.

As I recall it further, after the Appropriation Committee substantially had its way, the President vetoed the bill as passed, and on its return to the House it was supplemented with a larger appropriation.

I wanted to ask you whether or not from your observation and contact with the board, could you advise us whether there were any members of the Y. M. C. A. employed by the board?

Mr. WADSWORTH. I don't have in mind but one man who had formerly been connected with the association.

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Mr. DONOVAN. And you don't know whether among the great number of clerks throughout the whole system there might not have been many members of the Y. M. C. A.?

Mr. WADSWORTH. There might have been quite a number of Y. M. C. A. men.

Mr. DONOVAN. What is your best opinion upon that?

Mr. WADSWORTH. That there were not very many.

Mr. DONOVAN. What would you say as to the number of Red Cross members that were employed by the board throughout the country—of course, only your opinion?

Mr. WADSWORTH. I would say a very limited number.

Mr. DONOVAN. Do you know whether there were many members connected with the board that were members of the Masonic Lodge?

Mr. WADSWORTH. I do not know as to that.

Mr. DONOVAN. Do you know whether there were some?

Mr. WADSWORTH. There were some, of course.

Mr. DONOVAN. Do you know whether there were any men that were members of the fraternal order of Elks?

Mr. WADSWORTH. I think there were; yes.

Mr. DONOVAN. How about the Knights of Columbus?

Mr. WADSWORTH. Yes; there were probably some from the Knights of Columbus.

Mr. DONOVAN. Do you know whether any of the branches, the West Side branch of the Y. M. C. A. particularly in New York, had any of the men in training in its department, in the automobile school, for instance?

Mr. WADSWORTH. There were at one time men in training there.

Mr. DONOVAN. Do you know whether any of the blind men are in training at the Red Cross Institute for the Blind here at Washington or at other places?

Mr. WADSWORTH. I do not. That was handled by a special department.

Mr. DONOVAN. What is your best opinion about it?

Mr. WADSWORTH. My opinion is that there are a few.

Mr. DONOVAN. Now, judging from these facts, would you think that it was the purpose of the Y. M. C. A., the Masons, the Knights of Columbus, the Elks, the Red Cross, and these other departments that I have enumerated to stack this organization with its members, to be benefited in training?

Mr. WADSWORTH. According to my observation it was not stacked by any particular fraternal organization group.

Mr. DONOVAN. Do you think it was any more the purpose to stack for these organizations, than it was for the labor department, or as much?

Mr. WADSWORTH. The labor department was a unique department requiring at the time it was organized a peculiar type of personnel; whereas the varied requirements of the training department, in that they were training various lines of activity in institutions, called for a different type of personnel. That is probably the difference.

Mr. DONOVAN. In other words, it was the policy of the board to employ men and means in places for the best advantage of the soldier and the crippled man, and if it chanced to be in one instance a union-labor place and in the other the Red Cross institute, the board was

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not concerned only in so far as the man could be benefited. Isn't that a fact?

Mr. WADSWORTH. I would not charge the board with any attempt at dishonesty in the employment of men. I think they tried to get the best men for the service that they could get, but in my opinion they did not always get the best men. It may have been due more to excusable faults than intentional, probably.

Mr. DONOVAN. Yes; I think you have explained that very well.

The question was asked of you if Mr. Hoopengarner was not a labor man, and I think you said he was not. Now, we are all labor men, are we not?

Mr. WADSWORTH. Well, in a sense, I suppose so.

Mr. DONOVAN. The question was, was he not a labor man?

Mr. WADSWORTH. I thought he said "union-labor man."

Mr. DONOVAN. The question was, "Was he not a labor man?"

Mr. WADSWORTH. He is a labor man, a good workingman, I presume.

Mr. DONOVAN. I do not believe there is anything further that I have

Mr. DALLINGER. There is only one thing that suggests itself to me, Mr. Chairman, and that is in regard to these two other employees of the board to whom you referred, Mr. Wadsworth, as having—I believe it was Mr. Robsion brought it up—shed tears when this order came in. I can understand why you might not desire to give the name of the one who is still employed by the Vocational Board, but I think it would be helpful to the committee if you could give us the name of the other one who has left the employment of the board.

Mr. BLANTON. A point of order, Mr. Chairman.

The CHAIRMAN. State the point.

Mr. BLANTON. I sumbit to the Chair that that is not evidence of a confidential nature, but it is a knowledge of fact which Mr. Wadsworth knows, facts that this committee is entitled to know. There is no confidential relationship that would prevent this witness from giving this evidence, and I submit I would like to know the names. I submit that the question from Mr. Robsion and the one from the gentleman from Massachusetts, Mr. Dallinger, both are very proper questions and should be answered by the witness. He should give us both of these names.

Mr. DALLINGER. I was asking Mr. Wadsworth what objection there could be to giving the name of the one who is not now employed by the board.

Mr. WADSWORTH. If it is the desire of the committee I will give both the names of the men who at the time the order came through as to procedure, at the time they were discussing the matter and the salary question had been up, and the man came and stood before my desk, and with mute expression and tears rolling down the cheeks of those men, Mr. Noyes and Mr. Blair, they said, "What is to become of the disabled boys?" That is the expression they brought to my attention. Mr. Noyes and Mr. Blair were the men.

Mr. DALLINGER. That is all.

The CHAIRMAN. Mr. Wadsworth, how long do you think the rehabilitation work will continue—I mean with the soldiers?

Mr. WADSWORTH. It depends entirely upon the method of training and the amount of training that you are going to give to the

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men. If you are going to limit your training to a two-year training course, if the office is properly organized, they ought to be able to clean up this work and get the men into training, I should say, within two or three years. There are a great many cases of disability where the men may be working now, but their disabilities will be aggravated by the work and they will be entitled to training at a future date.

The CHAIRMAN. Suppose that our attitude will be friendly in the degree that it would take in persons of slight disability as well as serious, how long would the organization from now on be necessary?

Mr. WADSWORTH. I should think at least three years.

The CHAIRMAN. You are not guessing at that?

Mr. WADSWORTH. I am just estimating that after the crest had been reached and the maximum number of men had gone into training and got down to a suitable basis there would be a continual slight influx from the Army, so that we decided to main what is known as the current disabilities.

The CHAIRMAN. We have a provision in the bill also for vocational training in the Army distinctly that is not under the Vocational Board.

Mr. WADSWORTH. But if a man was disabled and had not completed his training in the Army he would be entitled, would he not, to come under the Federal board for training?

The CHAIRMAN. Yes. The question or rather the attitude was brought out by one of the witnesses here that the New York office had been very active in getting men to go to the New York district. One fellow had been induced to come from Texas, and I find that that has been repeated, and some Members of Congress were telling me that that was the policy. What do you know about that?

Mr. WADSWORTH. I do not know anything of that policy. I know where the man has desired training of a peculiar nature that was not given him in other States they were transferred to States where the training was given, but as to any policy of moving labor or men from one State to another, I do not know of its existence.

The CHAIRMAN. Three or four witnesses have made recommendations that there be a concentration in this way of the War Risk Insurance and the Public Health under one head. What have you to say about that?

Mr. WADSWORTH. So far as I can form an opinion of the measure that has been presented, any bill that provides for the bureau of war benefits coordinating the work of these departments is a wise measure and would facilitate the relationship between these departments, which must be put upon a sound basis if the work is to be carried on most effectively; that is, if the man's physical rehabilitation and his general rehabilitation is to be properly taken care of.

The CHAIRMAN. Assuming that the policy of the Government will be to go on, even though it will take three years more, would you make any recommendation for any changes of the organization? I do not mean the personnel; I have no meaning of that, but as to the organization of the work.

Mr. WADSWORTH. I would recommend, as I have stated, that the central office be, not an executive office but an administrative office, with legislative functions, and that the district offices be properly

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organized under efficient men, well paid, with authority and responsible for the district which they are to preside over.

The CHAIRMAN. Would that authority go to final action, so it would not need to be referred here to Washington?

Mr. WADSWORTH. Absolutely; after the policy has been established by the central office, with the welfare of the whole country in mind. That would be my conception of it, and that the work of this office would be so organized as to provide specifically wherever a peculiar line of procedure was involved, as, for example, a different procedure is involved in surveying a man and bringing him up to the point of training and the training division is required to make the arrangement with the institution to determine the courses and the length of the courses that the men are pursuing, to make the contracts with the institution and such arrangements. That is another step in the procedure then after the man is in training. There must be somebody adequately authorized to follow that man up and see that he goes on the training for which he was recommended, to see that the institution does its part and to see that the man is profiting as he ought and to attend to this relationship and properly follow up his rehabilitation, whatever it might be, with his welfare in mind all the time.

The CHAIRMAN. Did I understand you to say that is not being done?

Mr. WADSWORTH. That is not being done or was not at the time I left the office, adequately, because I tried repeatedly to get men for my follow-up department and was unsuccessful in doing it. At the time I left the Federal board there was approximately 1,800 to 2,000 disabled men in training and we were not following these men up adequately.

The CHAIRMAN. I notice one recommendation you made is that there must be a better type of men to establish the contacts.

Mr. WADSWORTH. I say that the man who makes the contact should be a man of broad knowledge of occupational opportunities, plus sympathetic attitude toward the men; yes.

The CHAIRMAN. With the present law do you think that is impossible?

Mr. WADSWORTH. It is not impossible with the present law. It is impossible with the present law that fixed the salaries at $2,400.

The CHAIRMAN. That is what I want to know.

Mr. WADSWORTH. Yes.

The CHAIRMAN. Is it impossible under the rating of salary?

Mr. WADSWORTH. Yes; I would say so.

Mr. DONOVAN. I just want to ask one question about the fact in New York. Is it not true that many of the men were enlisted in other points in the service and when they returned from France they decided to remain in New York on account of the educational advantages, and also of the city itself. Was it not also true that the New York office there was really glutted and it was next to physically impossible to hasten up the things in better condition than they were, plus, of course, the great drawback and there is justification for it, in moving, which I think is a big element, moving from office to office. Is it not in itself, in other words, in New York City a separate problem that will have to be regulated to get the best efficiency out of the conditions therein their contact in the country with the men.

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Mr. WADSWORTH. In my department I set aside a certain group of men to handle the metropolitan cases and another board known as the extra metropolitan district, that is, to handle and devote their time to cases out of New York proper. I think New York offers a peculiar problem in itself, and the number of cases are due to the conditions stated.

The CHAIRMAN. You were how long at the New York office?

Mr. WADSWORTH. I was there from approximately the 1st of March to the 1st of October.

The CHAIRMAN. You worked at the office or in the field?

Mr. WADSWORTH. At the office.

The CHAIRMAN. Quite a number of witnesses testified to delays that seemed to us as entirely unnecessary. Did that appear to you when you were there, getting the man's case finally heard, the suggestion that a man would come and wait a day, or at least 4 or 5 hours, be sent off to have another examination, and then he would come back again and be put off for another examination and then come back again. There seemed to be so much difficulty in getting anything final so he would know what to do. What is your observation on that?

Mr. WADSWORTH. That is substantially correct. Many men were required to wait a long time because of the contacts they were required to make at the office. There was a vocational advisor, after that the medical department contact and the man was required to wait. Then there were the physical conditions under which the members of the staff had to work, because of the crowded quarters at 280 Broadway and the conditions there on Fifth Avenue, during which period when we had one-fourth or one-third of the space we eventually had, then finally after we got space this expansion of the work developed to the extent that we have always been crowded so there was confusion because of not having space to organize the work on an effective, business-like basis.

The CHAIRMAN. Was that necessary or could it have been relieved?

Mr. WADSWORTH. I do not think so, unless more adequate quarters could have been found.

The CHAIRMAN. What about these various examinations? Could they have been simplified?

Mr. WADSWORTH. It certainly could have been simplified if the entire policy could have been changed.

The CHAIRMAN. Is it going on yet?

Mr. WADSWORTH. I think there has been a decided modification and speeding up of the work.

The CHAIRMAN. We are very much obliged to you, Mr. Wadsworth, for coming down. You are now excused.

Mr. WADSWORTH. I thank you.

The CHAIRMAN. The committee had intended to hear Mr. Griffin this afternoon but we are within 12 minutes of the time to be over at the House, and Mr. Griffin proposes to come here in the morning at 10 o'clock, so that we will hear him then. If there are other witnesses they may report here and we will then arrange for the session after to-morrow.

(Thereupon, at 3.50 o'clock p. m., the committee adjourned to meet at 10 o'clock a. m., Saturday, April 10, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, D. C., Saturday, April 10, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will please come to order. Mr. Griffin, you may be sworn.

STATEMENT OF MR. ARTHUR W. GRIFFIN.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Griffin, will you please state to the stenographer your full name and your present address.

Mr. GRIFFIN. Arthur W. Griffin, 56 West Forty-fifth Street, New York City.

The CHAIRMAN. You have read the charges that were made by the representative of the New York Evening Post some days ago?

Mr. GRIFFIN. Yes, sir.

The CHAIRMAN. Your name was given to us as one who would be familiar with the work of the rehabilitation, especially as conducted by the board. When did you become connected with the rehabilitation work?

Mr. GRIFFIN. The latter part of August, 1918.

The CHAIRMAN. What had been your work before that?

Mr. GRIFFIN. I had been engaged in construction work for the most part. I had taught school in the high school and in the Boston evening schools and in the Iowa State College for short periods, but for the most part I have been in construction work as an architect and engineer.

The CHAIRMAN. How long since you had been teaching?

Mr. GRIFFIN. In 1914 I resigned from the Iowa State College.

The CHAIRMAN. And your work as an architect has been from 1914?

Mr. GRIFFIN. Well, previous to that my teaching experience was——

The CHAIRMAN. What line did you pursue when you were teaching?

Mr. GRIFFIN. Engineering.

The CHAIRMAN. There has been much said in regard to the delay of finding or giving final instructions as to what would be the rights under the law of the soldiers who applied. What can you say about that, especially in the New York office?

Mr. GRIFFIN. Well, there were delays; there is no question about that. They were aggravated considerably after the first of Febru-

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ary, 1919. Previous to that time, for a matter of two months and a half, we had been given certain liberties under what were known as sections 301 and 302. I will have to refresh my memory on that. It is section 320 of the Revised Code which was issued on December 12, when we had been given the privilege, and it was a privilege, of putting men into training under certain conditions before submitting the case to the central office. If you desire, I will read that section.

The CHAIRMAN. Yes; we would like to know first whether there was delay.

Mr. GRIFFIN. Tremendous delay.

The CHAIRMAN. We understand there was.

Mr. GRIFFIN. Yes, sir.

The CHAIRMAN. Consequently, whether it was necessary, whether it was inevitable, or whether it was unnecessary, if you have a statement to make pertaining to the law we will be glad to have it.

Mr. GRIFFIN. Very good. I have. I have read concerning the rehabilitation legislation that has been taken up with various countries at great length, and I have come to the conclusion that the Smith-Sears bill was the most altruistic and most beneficent act of legislation that has been passed by any of the countries engaged in the war.

The CHAIRMAN. In what way do you mean most altruistic?

Mr. GRIFFIN. Altruistic in the benefits that are conferred upon the large percentage of the men that were disabled. That is, it was broader than the laws of Canada, for instance, in that it took in men with disability of 10 per cent. In Canada they were very much more drastic. They took a higher percentage.

The CHAIRMAN. In the first place, the breadth of our law would touch anyone who had been so disabled as not to be able to return to their former work, even if they wanted to take up some new work that they had not taken up before, and the law was not broad enough to do that and, consequently, the degree of disability was not so drastic in our measure as in the other.

Mr. GRIFFIN. Yes, sir.

The CHAIRMAN. That was the general opinion.

Mr. GRIFFIN. Yes. I have written some few notes on that subject here.

Its provisions were broad as applied to benefits accessible to ex-service men who were disabled and gave to the administration of the act more freedom in carrying out a liberal policy than is customarily considered wise by Congress.

I think that is true. I think the liberality of the law in the administration of the law was very unusual.

More money per capita disabled has been appropriated for this work than in any other country in the world.

The CHAIRMAN. That is more important, if I have a correct view of it, more important in this way, that in Canada and other places much of the money had to go to the building of special institutions, while in our country we had many institutions that were utilized immediately, so that if you took all the money that would be represented by the soldiers' homes it would be very much greater, as I understand it, in other countries.

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Mr. GRIFFIN. Very much greater; yes.

The CHAIRMAN. Right there, Mr. Griffin, there has been a charge that has created a great deal of interest in the committee, and I would like to know all the facts about it—the undue proportion of money utilized for administration, the overhead work, rather than for the actual training?

Mr. GRIFFIN. Yes, sir.

The CHAIRMAN. That has been brought out and is before the committee. We would like to have your view on that. If you are not ready for that it will come up later.

Mr. GRIFFIN. I can give you that, I think, sir. I made some figures as related to the September expenses of the board, and I can bring it out at this time as well as later.

At that time the relation of the overhead administration expenses to the total expense was 40 per cent. I thought I had a paper on that. I do not appear to have it.

Mr. TOWNER (presiding). Proceed.

Mr. GRIFFIN. In answer to the question of Dr. Fess, the question in regard to the administration expenses as related to the entire expenditure of funds under this act from the September pay rolls and the general expenses for September of the board, it appears that their expense for administration was 40 per cent of the whole. I thought I had the figures here, but I apparently have mislaid them. I got that from the central office. In Mr. Munroe's last request for appropriation, I notice that the appropriation for administration was about at that same ratio, 40 per cent. I think it exceeded that slightly.

Mr. TOWNER. Just what is included in administration? Does it include all field men?

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. And the medical officers?

Mr. GRIFFIN. Medical officers, I understand, at the present time are paid by the Bureau of War Risk Insurance. That is just an impression, but it includes traveling expenses, office expenses, and salaries of all of the employees of the board.

Mr. TOWNER. I think probably the record should show, Mr. Griffin, your connection with the board. In what way and at what time did you first become connected with the board?

Mr. GRIFFIN. I attended the classes that were in session here the latter part of October or the 1st of September; my recollection is not clear of the date, but it was around the 1st of September.

Mr. TOWNER. Nineteen hundred and eighteen?

Mr. GRIFFIN. Nineteen hundred and eighteen; yes, sir. I was appointed as a special agent for the board on September 12 or 13 and assigned to New York. I went to New York on the 27th of September. I was appointed district vocational officer for that district, and I remained there until the 27th of July of the following year, 1919, when I was transferred to Washington.

Mr. TOWNER. How long did you remain with the board here in Washington?

Mr. GRIFFIN. I took my leave of absence in the latter part of July, 1919, and did not return to Washington until October 1 and resigned on October 10.

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Mr. TOWNER. A short time ago you were in the midst of a statement, I think, which you had prepared.

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. What was that statement?

Mr. GRIFFIN. It was in regard to the board in the days of the Smith-Sears Act and amendments to it.

Mr. TOWNER. You may finish that statement if you will

Mr. GRIFFIN. Yes.

The act covered a far lower percentage of disability than any other country. I think in that last statement the effective features of rehabilitation in this country were made stronger for that reason. No one is inclined to mourn the loss of liberal appropriations so much as squandering the futures of thousands of splendid young men, and instead of elevating 250,000 of the country's most potent material to a higher plane of citizenship we realize that by this failure there has been converted at least 175,000 men to emotions varying from disgust to bolshevism. The original act seemed broad enough, and in spite of the alleged difficulties of the board with the Bureau of War Risk Insurance it was broad enough to mete every situation save that of determining action in cases of negligible handicaps.

In support of that statement I referred to the addition to the code issued December 12, 1918, wherein we were authorized to place men in training before receiving central office approval and before the compensation of the men was determined by the Bureau of War Risk Insurance.

That has frequently been brought out as a factor that has withheld the board from meeting the situation promptly as regards the disabled men, putting them into training promptly.

Mr. TOWNER. Then, in your view that charge was largely unfounded in so far as the endeavor of the board was concerned.

Mr. GRIFFIN. I do not quite get that.

Mr. TOWNER. What I meant was this: Even without the expressed authority of the law, the board was endeavoring to put these men into training as soon as possible, were they?

Mr. GRIFFIN. They did for a time. It was changed later on.

Mr. TOWNER. Would that be a subject of just criticism for doing that?

Mr. GRIFFIN. I do not know as to the criticism whether they acted promptly in those cases. There was a situation there that demanded prompt action.

Mr. TOWNER. Yes. And the board was trying to meet that situation by taking prompt action, were they not?

Mr. GRIFFIN. They did for a time.

Mr. TOWNER. What was the reason of their stopping it?

Mr. GRIFFIN. The only information I had on the subject was that their appropriation was not sufficient to carry them through the fiscal year and they withdrew that order.

Mr. TOWNER. You may go on with your statement.

Mr. GRIFFIN. The act of July 11 passed to remove this alleged handicap had, in effect, the most depressing influence upon the program of the board. The salaries of employees affected by the bill while bearing an important restrictive influence to the general success of the work, was, after all, quite subordinate to the more in-

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comprehensible attitude of the administrators of the act who immediately set up a program which dammed up 90 per cent of the cases—only a small percentage, the major disabilities and the so-called Congressional cases, going over the spillway.

If my opinion may be expressed I would state that the Federal board realized about this time that it had a man-sized job, that it had made a serious mistake in the preparation of the budget, and it came to the common understanding, if not unanimous agreement, to make an appropriation of $14,000,000 do the work of $50,000,000 that should have been asked for by them.

Certain phases of this attitude were discussed within my hearing and I think this reaction is correct. Director C. A. Prosser resigned at this time. A policy of narrowing the opportunities for training—of demanding of the district office that minor handicaps be put in class III training; that temporary total disabilities be delayed for the obvious purpose of overcoming the disability without incurring expenditure of the board's slender resources.

This was the beginning of the hard-boiled era. I know this, because it was at this time that I was transferred from New York to Washington, and the Chief of Rehabilitation told me that the reason attributed for this transfer was that one less sympathetic toward the disabled men was demanded at that point; that I was entirely too sympathetic toward the disabled men.

I mention this personal matter as of no othr importance than to establish the fact that there was a distinct change in the policy at that time in regard to the disabled men.

From the latter part of July until October 1, 1919, I was on leave of absence. When I returned to Washington to take up my duties with the case board these policies were in full swing. I resigned on October 10, 1919, and have no first-hand knowledge of anything connected with the activities or policies of the board since that date.

I want to make clear to the committee that, so far as the law is concerned, I think it had everything in it that could be desired, and that the fault lay in the administration of the law entirely.

Mr. TOWNER. There was one fault, if I understand your statement, that probably was a fault in the law, and that was there was not enough money to meet the situation. That was a fault in the law, was it not, Mr. Griffin?

Mr. GRIFFIN. The original appropriation was $2,000,000, I believe.

Mr. TOWNER. Yes; and even the $14,000,000 that was finally appropriated. Of course you understand, Mr. Griffin, that we would have given more if we had been asked for it?

Mr. GRIFFIN. Exactly.

Mr. TOWNER. And finally we made an appropriation of $14,000,000, and we gave $6,000,000 more than was asked for.

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. It had been the purpose of Congress, no matter what the cost of this work should be, to give whatever amount was necessary to not only carry it on but to carry it on with justice and liberality.

Mr. GRIFFIN. I have always thought that to be the case.

Mr. TOWNER. It was only because of the fact that we had to act upon the statements or judgments of others that if there was in-

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sufficient funds it was because we did not know that they were insufficient. I notice that you said that instead of having $14,000,000 that we ought to have had $50,000,000. Is that still your judgment about the matter?

Mr. GRIFFIN. I think so; yes, sir, it is my judgment.

Mr. TOWNER. Would you say that it would require the appropriation of $50,000,000 each year?

Mr. GRIFFIN. In my judgment it would require something in that neighborhood for a period of perhaps three years.

Mr. TOWNER. In order to clear up the work, so that then there would be perhaps nothing left except the compensation and possibly some still who would be under training?

Mr. GRIFFIN. Yes; I think that probably the training will continue for a good many years. There will be recurring return disabilities of men who will break down and find they are not able to carry on and who will apply from time to time for the benefits to which they are entitled under the act.

Mr. TOWNER. Will you go on with your statement, Mr. Griffin?

Mr. GRIFFIN. There is a letter addressed to the New York Evening Post by Mr. Munroe, of the Federal board, which states that the failure of the board's work was due to several different causes: first, that no American precedents in rehabilitation work existed prior to the Federal board's experiment; second, that Congress——

Mr. TOWNER (interposing). Will you care to comment on this as you go along?

Mr. GRIFFIN. I will take them up afterwards.

Mr. TOWNER. Very well.

Mr. GRIFFIN. Second, that Congress failed to pass the enabling act until we had been at war for 14 months; third, that admission to the hospitals was denied the board for 6 months after the passage of the act; fourth, that dual administration in the work by the Bureau of War Risk Insurance and the Federal Board for Vocational Education, imposed by Congress, operated adversely; fifth, that the Congress again failed because "it did not appreciate the extent and essential needs of rehabilitation and failed to make adequate appropriations"; sixth, that Congress further hampered the work by refusing appropriations for adequate quarters; seventh, that "most of the schools and colleges in which training for the disabled men is so largely carried on did not reopen until late September or early October."

Mr. TOWNER. Is that the seventh?

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. Will you please to refer to the number in the statement as you go along, so that we may more intelligibly follow your comments?

Mr. GRIFFIN. Yes.

First, that no American precedents in rehabilitation work existed prior to the Federal board's experiment. A very comprehensive rehabilitation work was begun in New York on September 1, 1917, by the American Red Cross Institute for Crippled and Disabled Men, led by a group of public-spirited, philanthropic men who had for many years given much of their time and resources to the reeducation of the disabled and crippled. Before the passage of the rehabili-

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tation act in June, 1919, the Red Cross institute, through its benefactor, Mr. Jeremiah Milbank, and its director, Mr. Douglas C. McMurtrie, placed all of its facilities at the disposal of the Federal Board for Vocational Education. These included résumé and statistics collected by experts from every country in the world that had undertaken rehabilitation work and embraced a most complete rehabilitation program. Before the actual passage of the act the Red Cross institute had taken, at the expense of Mr. Milbank, a large party of men, designated by the Federal board as its prospective officers, on a trip through Canada to rehabilitation centers, where, under the guidance of Canadian experts, they had the opportunity of studying and analyzing reeducation of the disabled under the best organized system in existence.

Second, that Congress failed to pass an enabling act until we had been at war for 14 months.

The number of men entitled to the benefits of the act at the time of its passage was negligible.

Army and naval hospitals were filled with mental or physical defectives as a result of rapid mobilization and not of service—men who were not eligible for training under the board were in at least 95 per cent of the cases discharged at the time of the passage of the act.

Admission to the hospitals was denied the board until six months after the passage of the act. That would be up to January, 1919, or approximately that date; January 27, I think, would be six months after the passage of the act.

When I went to New York in September, 1918, we were admitted to all of the hospitals, Army and Navy hospitals, without any serious trouble by applying to the commandant. It was not until considerably after that period that we ran into any trouble in gaining admission to the hospitals. At Plattsburg, where they had mental defectives, they denied our agent admission, but we had no serious trouble from being denied admission to hospitals at any time. The Navy issued a general order admitting our agents to hospitals on September 25, 1918.

That dual administration of the work by the Bureau of War Risk Insurance and the Federal Board for Vocational Education imposed by Congress operated adversely to the interests of the board. I have touched on that before and have shown that under section 321 of the revised code issued December 12 that that handicap was overcome for a period.

Mr. DALLINGER. There was a period when that was true, when that handicap existed.

Mr. GRIFFIN. I think that could be attributed to the action of the board rather than to a defect in the law; that Congress failed because it did not appreciate the extent and especially the needs of the rehabilitation and failed to make adequate appropriations.

The board in January, 1919, submitted to Congress an estimate of its budget for the fiscal year amounting to $4,000,000.

In June it submitted an amended "guess," as Mr. Munroe put it, of $6,000,000. Later, discovering that it was still short of what was required, if my recollection serves me correctly, they attempted through this committee to get an appropriation through by way

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of the Committee on Education of the House for an additional $6,000,000. Those in touch with the rehabilitation program knew that it would require at least $50,000,000 to carry out the provisions of the act in 1919. As early as December, 1918, this was given in the form of a carefully prepared and thoroughly justified statement to the director of the board. There existed at that time no mystery in the minds of those interested in the work as to the size or costs of the undertaking. Sufficient data was available to determine every factor involved in the program. It was reported that Chairman Good of the House Committee on Appropriations and other members have repeatedly expressed their willingness to recommend an appropriation of $100,000,000 providing a clear statement of the requirements was shown and they were satisfied that the money would be judiciously expended. It seems to me that the board has utterly failed in making known to Congress what its needs might be.

Mr. ROBSION. You say a statement submitted to the director showing that the amount of money necessary would be $50,000,000. You say the director? Who?

Mr. GRIFFIN. Director Prosser.

Mr. ROBSION. What was the date of the submission of that report?

Mr. GRIFFIN. It was during the month of December. I do not know that I could fix the exact date.

Mr. ROBSION. By whom was it prepared?

Mr. GRIFFIN. Dr. Butler and myself.

Mr. ROBSION. December, 1918?

Mr. GRIFFIN. We prepared it. It applies to the New York district and it also applies to the whole problem.

Mr. DALLINGER. So it was a statement prepared by an employee of the board?

Mr. GRIFFIN. Director Prosser, yes.

Congress hampered the work by refusing appropriations for rented quarters.

It appears on looking to that particular complaint of Mr. Munroe's that the quarters, that this complaint did not apply to the rented quarters other than those in Washington, and they required large quarters here and did not have any appropriations to cover that.

No. 7. As most of the schools and colleges in which training for the disabled men is so largely carried on, did not reopen until late September or early October.

This was the fall of 1919 that he refers to.

He fails to mention that there were public-spirited people who guaranteed sufficient school accommodations in the State of New York alone to take care of every disabled man in the country and in whatever line of erudition they might seek through the summer months of 1919.

There are some 200 regularly conducted summer schools in institutions of higher learning in all parts of the country; that placement training for these men in the industries of the country was as readily available in the summer as at any season.

It had been just five weeks prior to this letter of Mr. Munroe to the Evening Post, where he made his statement to the Boston Transcript, and the date of that statement is October 13, 1919. At that time, Mr. Munroe stated, and I quote now:

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It now seems probable that somewhere between 35,000 and 50,000 disabled soldiers, sailors, and marines will eventually apply for or be found entitled to training. Let us take the extreme figure of 50,000 men who under the most generous interpretation of the law would be entitled to these benefits.

Five weeks later Mr. Munroe states, and I quote again:

From the above——

Mr. DALLINGER (interposing). Where was this second statement?

Mr. GRIFFIN. The New York Evening Post:

From the above it is plain that it would be quite unwise to take a fraction of the total and train them under the rehabilitation law. It is interesting to say, however, that the figures can not be less than 50,000, and it may go to 75,000 or 100,000.

In other words, Mr. Munroe's information as to the size of the problem in five weeks had jumped from 50,000 men to 100,000 men.

Aside from the failure of the board to fully recognize the size of their problem, to which I attribute a large part of the failure of this work, I would say that there are other phases of the board's activities which were poorly administered. The Division of Rehabilitation was never organized on a business basis. There were no business men connected with it to effect an organization. It failed to establish definite policies; policies were continually changing. There were literally hundreds of bulletins of instructions sent out, one after the other, many of them conflicting and most confusing to the districts in which they failed to get at the human side of the job through lack of contact with the district offices. We had very few opportunities in New York of seeing the members of the board or the agents of the rehabilitation division; very rarely one of them called on us. The board failed to take advantage of the assistance offered by cooperating agencies. That was frequently a cause of distress to us. The board caused to be issued several pamphlets known as monographs upon the subject of rehabilitation which made the most extravagant statements and promises to the disabled men, and led them to believe that they would be taken care of immediately that they were discharged from the hospitals, and put into training or given suitable employment. Even Mr. Munroe, in his statements to the Boston Transcript, as late as October 13, 1919, made the statement which I quote:

That the disabled men were looked after financially as well as educationally the moment they stepped out of the hospital door.

In New York, at any rate, we were tremendously impressed by the failure of the board to meet its obligations promptly. This applied not only to the men who were in training, employees of the board, and to institutions to which we were sending men and to the people with whom we were dealing in supplies that we required at the New York office. The staff in New York was tremendously undermanned at all times. We did not have a sufficient number of men on our staff for several months after the work was begun. As I stated before, we went to New York September 15, 1918, and up to November, 1918, we had five men at the New York office, representing the largest district in the country. More than one-fifth of the problem lay in New York and in addition to the problem, the number of men who resided in the district, we had a great many men who stopped off in New York when they were discharged from the hospitals.

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They liked New York and they remained over and preferred to take their trains there, which increased the proportion over that which was naturally due to that district.

In December, 1918, we had 10 men. In January——

Mr. ROBSION (interposing). Ten men for what?

Mr. GRIFFIN. Ten men to do the work of the New York office. And in January, 1919, we had 14. In February the number jumped to 26, and from February through March the number remained practically the same. In April, 1919, our staff went up to 40. We had 101 hospitals in that district besides the camps and field work which was considered.

Mr. ROBSION. While you are on that, I wish you would complete the statement as to how much office force you had in New York?

Mr. DALLINGER. Right up to the time you left?

Mr. GRIFFIN. It is on the chart I have here. At the time I left, in July, 23 had 70 men connected with the office, approximately.

Mr. ROBSION. Did that include all the men who worked inside and outside?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. How do you account for this statement made by a great many people that there were something like 200 men or 300 or more men?

Mr. GRIFFIN. I presume they refer to the clerks, not only the men that might be called technical employees but also to the clerical help in the office. I think the number had approached 300 the latter part of July. That includes all the employees in the district.

Mr. TOWNER. Go on with your statement.

Mr. GRIFFIN. I think that that is all I care to make in direct statement. I have some supporting matters.

Mr. TOWNER. Commencing with conditions where you left off, with the office force in the New York office, was it quite largely increased after you left the New York office?

Mr. GRIFFIN. I can not say as to that.

Mr. TOWNER. You have no knowledge about that?

Mr. GRIFFIN. I have no knowledge about that.

Mr. TOWNER. When the office force was 70 in July, when you left, was that a sufficient office force?

Mr. GRIFFIN. No. It was not sufficient to cover our field work, by any means. It was a great improvement over the work previous to that time.

Mr. TOWNER. Was that sufficient to cover your office work?

Mr. GRIFFIN. Yes, sir; we were fairly well taken care of as far as the staff was concerned in the office. We were overworked, but it was quite sufficient.

Mr. TOWNER. In so far as the field work of the board is concerned, it has always been sufficient to meet the requirements, has it not?

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. You spoke about the failure of the board to pay its debts. We have had before us the testimony of the bursar of Columbia College and the bookseller of Columbia College that their bills were not paid. What other bills do you refer to, Mr. Griffin, as not having been paid?

Mr. GRIFFIN. I will tell you an incident that occurred. It will illustrate how embarrassing it has been sometimes. I was in a ware-

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house or store of the Library Bureau, on Broadway, buying some equipment for my own office this past winter, and a gentleman approached me whom I did not know, but he recognized me as having been connected with the Federal board, and asked me if there was any way in which they could recover the amount of their account against the Federal board. I told him I was no longer connected with the Federal board and that I could not give him any answer, but that it should be submitted with vouchers.

Mr. TOWNER. Have you finished your statement?

Mr. GRIFFIN. No, sir. I asked him if he had submitted his vouchers to Washington, and he said he had, some five or six months before that time—that is, his accounts were $5,000, and the account was six months old, and several thousand dollars of it less than six months old, on which he had been unable to realize a payment. That was true. I do not know as to the amounts, but as to the accounts of almost everybody that we dealt with in Washington, equipment and supplies.

Mr. TOWNER. That you dealt with where?

Mr. GRIFFIN. In New York. The people from whom we bought furniture and such supplies as we could obtain through Washington were constantly annoyed by that condition.

Mr. TOWNER. You spoke, as I remember it, something in regard to the salaries of the employees. Will you tell the committee how and when the salaries of the employees of the New York office were paid?

Mr. GRIFFIN. They were due on the 1st and 15th of the month and we usually received our checks perhaps three to five days after, with reference to the old staff, but new men who would come in from time to time, often the payments were often delayed 60 to 90 days beyond the period when it was due. I recall one case of a man—I will have to refer to this memorandum to get his name—stationed at one of the hospitals up in the northern part of New York State. It was John S. Derhan, who did not receive his salary or his expense accounts for a matter of 90 days. It seems he borrowed a sum of money from a post officer to tide him over, and was transferred from that hospital to another some distance—I think he went to Buffalo—from that hospital that he was originally at, and the officer who loaned him the money complained to the board that he had done so and that Derhan had not paid him. The board asked me to censure him and tell him that the thing must not occur again. When I looked into the circumstances I found that he had not been paid his salary or expense accounts; I think his salary for 60 days and his expense account for a similar period.

Mr. TOWNER. In your statement you said that the board failed to take advantage of the cooperation of other societies interested in the soldiers and in their rehabilitation. Will you be more specific regarding that matter and give us any cases that have come under your observation?

Mr. GRIFFIN. I referred particularly to the Red Cross Institute for Disabled and Crippled Men.

Mr. TOWNER. In New York City?

Mr. GRIFFIN. In New York City.

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Mr. TOWNER. That is the institution of which Mr. McMurtrie was the director?

Mr. GRIFFIN. Yes, sir. They had done more in rehabilitation work than any other agency in the country, and we were given to understand in New York that we were not to deal with that. Their work was looked upon with scorn by the director of the board, at any rate.

Mr. TOWNER (presiding). Were you given any reasons why this exclusion was made?

Mr. GRIFFIN. No, sir.

Mr. TOWNER. Do you know of any reasons?

Mr. GRIFFIN. No, sir.

Mr. TOWNER. You state that in your judgment the organization was not a business one and that, as I understand you, there was not a single business man that had anything to do with the organization? Was that your statement?

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. Will you be more specific regarding that matter and give the committee instances, if you can, that seem to justify that statement?

Mr. GRIFFIN. Well, they never had an accounting over there to organize or systematize the handling of accounts. They had a disbursing officer, and I think a very efficient disbursing officer, but he was not an accountant, and the auditing and passing of his books of accounts were not taken care of until, I think, Mr. Lamkin became Chief of the Division of Rehabilitation. I may be wrong on that point, but that is my impression.

Mr. TOWNER. Do you know anything about the assignment of funds? What method was adopted by the board to make some sort of a budget by which the proportion of the appropriations could be distributed where they would be most needed.

Mr. GRIFFIN. No, sir; I never heard of any arrangement that the board made in that regard.

Mr. TOWNER. I was wondering if these delays in the payment of the debts was because of any want of properly prepared budget of expenditures?

Mr. GRIFFIN. I can not account for the delays, sir. I do not know what the reason was. It was even alleged that the vouchers were not received. I know of one particular case where the West Side Young Men's Christian Association sent in vouchers to our offices in New York amounting to several hundreds if not thousands of dollars for tuition, and needed the money very badly, inasmuch as they had invested some $9,000 or $10,000 in equipment to take care of this particular problem, and that is the disabled-soldier problem, but we have had, as I said, sent in vouchers through our office and they were apparently lost somewhere. The Washington office claimed they never received them and the implication of the office of the vice chairman of the board was that we had never sent them. I obtained an affidavit from the West Side Young Men's Christian Association that they had executed these vouchers and the contracts, and from the chief clerk of our office that he forwarded them and presented them to Mr. Munroe, substantiating my statement to him after he had criticized me, and I received a letter from him on that subject June 30:

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Replying to your letter of the 26th, I have seen the affidavit which you caused to be prepared, and I regret the inference which follows from that affidavit. I have not meant to imply any personal deception on your part, but I was anxious to determine whether the vouchers went astray in your office, in the Washington office, or in the mails. It would seem as if the post office must now be held responsible.

There was a quantity of mail disappeared sometime, and when the public debtors were clamoring for their money it was the custom of the central office here to deny that they had received it, and we know in many instances that the bills and vouchers and contracts, etc., had been forwarded here, and the general rule was that their bills were not paid promptly.

Mr. TOWNER (presiding). Referring to the complaints that have been made by a number of soldiers themselves with regard first to the delay in the New York office of receiving attention—what can you tell the committee with regard to that matter, Mr. Griffin?

Mr. GRIFFIN. I had some figures of that sort. In February, 1919, we were receiving an average of 112 calls per day. At that time our entire staff was 26 men. It was obviously impossible with 26 men, where we had our outside contacts to meet, to keep in touch with the hospitals and points at which men were being discharged and locating them.

Mr. TOWNER. You were in charge, then, of the New York office?

Mr. GRIFFIN. Nominally; yes, sir.

Mr. TOWNER. Did you notify the board at Washington of the fact that you were not able to take care of these soldiers as they came?

Mr. GRIFFIN. Yes, sir; promptly.

Mr. TOWNER. How did you notify them?

Mr. GRIFFIN. By letter and by wire and by word of mouth. I asked in February that 31 men and 16 girls be assigned to the training department and that we required 37 additional men as advisers.

Mr. TOWNER. In other words, you were asking them to more than double the office force in New York?

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. In that New York division?

Mr. GRIFFIN. Yes, sir.

Mr. TOWNER. What reply or answer was made to the demand or request?

Mr. GRIFFIN. Dr. Chandler told me that he would do what he could for me, but their appropriation was in such condition that he could not promise me many more men and nothing like the number of men I asked for.

The CHAIRMAN. The men, or some of them, Mr. Griffin, complained even bitterly that the attitude of some, at least, of the employees in the New York office was indifferent and even contemptuous. I wish you would give the committee such information as you have regarding that matter?

Mr. GRIFFIN. Certainly, during the time that I was in charge in the New York office, I do not think that that condition existed. It certainly was not the spirit of the men who were heading up the work there. I never heard of but three instances where the men were treated discourteously, and in each case I took action to severely censure the men that were responsible for it. I never knew

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of any of the heads of departments but what were tremendously interested in the disabled soldier. They were devoted in the New York office. We were working there 16 and 18 hours a day, and working into midnight and long after, trying to get in touch with our job; and men that were working in that way, I am sure, could not be accused of neglecting the disabled soldier, because that was the motive back of our efforts to do for the disabled soldier.

Mr. TOWNER. What was the general character of employees that you had under you up until the time that you left, with particular regard to their attitude toward the soldiers, as to whether or not it was sympathetic or critical?

Mr. GRIFFIN. It was decidedly sympathetic.

Mr. TOWNER. Did that extend to those who were even taking the personal history of the boys?

Mr. GRIFFIN. Yes; I think in general that would be so.

Mr. TOWNER. What was your knowledge regarding the conduct or attitude of the medical examiners with regard to the soldiers?

Mr. GRIFFIN. Well, we had up to the middle of February but one medical examiner and he was there for only a half a day during the time. He was there six days a week for half a day each week, a total of three days a week. That staff was increased about the 1st of March and we had one man full time and at the time I went away from the New York Office we had three men full time. All those men, I think, were sympathetic. Since that time the medical staff has increased very largely, perhaps 25 or 30 or 40 medical men there now.

Mr. TOWNER. But you have no personal knowledge regarding that?

Mr. GRIFFIN. I have no personal knowledge regarding that.

Mr. PLATT. I have no particular questions to ask except you spoke of a large number of men who did not belong in New York who stayed there after their discharge from the hospitals.

Mr. GRIFFIN. Yes, sir.

Mr. PLATT. Was any particular effort made to get these men to go to their homes or to some nearer point to their homes for training?

Mr. GRIFFIN. The only effort that I made was to ask through the Red Cross that recommendations be made to the officials of the Army, that these men instead of being discharged from the hospitals and given cash for their fares home be given tickets so that they would go home instead of staying over in New York. It resulted in a pretty serious state of affairs there for many weeks. The men very soon spent the money that was given them in seeing New York and they were reduced in many cases to beggary. Of course there were a great many men that were discharged from the hospital at that time, too, who had not received their overseas pay. They also were thrown on the streets. It was a tremendous problem, one that the Red Cross with all of its facilities for taking care of people in distress was unable to cope wih successfully and a great many agencies were being brought into cooperation to take care of the men at that time.

Mr. PLATT. Did the Army people comply with the request at that time?

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Mr. GRIFFIN. They did eventually. They took care of the situation by discharging the men at points nearer their homes, so that a man from Iowa, instead of being discharged at Lakewood would be taken to Fort Dodge, to the camp there, and discharged there.

Mr. PLATT. Suppose those boys wanted to stay in New York and take training. Was there any particular advantage to them in the city of New York rather than going to some other place?

Mr. GRIFFIN. No. I think the attitude of the board has always been sound on that phase of the work, that they preferred to train a man nearer his home if the facilities for training in the occupation or line that he intended to follow were available there.

Mr. PLATT. You spoke of vouchers lost in the Washington office. Have you any knowledge that some vouchers afterwards turned up that were considered to have been lost?

Mr. GRIFFIN. No, sir.

Mr. PLATT. I know personally that many papers or vouchers were lost in the War Risk office and that sometimes you could go down there and dig them up. Sometimes myself or my secretary would do that. I though the same thing might happen here.

Mr. GRIFFIN. Probably.

Mr. PLATT. Return checks would be sent to the wrong address and would come back to Washington and nobody knew they were here or had the slightest knowledge that they were here. They might go to one place and stay there a month until somebody dug them out, thousands of dollars worth of them. I think that is all.

Mr. BRAND. What was your business before you were an employee of the service in the New York office?

Mr. GRIFFIN. I was an architectural engineer, sir.

Mr. BRAND. When was the office opened up in New York?

Mr. GRIFFIN. September 14, 1918, we went over to New York, the three of us.

Mr. BRAND. You were one of the first men in charge of the office?

Mr. GRIFFIN. Yes, sir; I was not in charge of the office when I went over there.

Mr. BRAND. You were one of the first men when that opened up?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. And you remained there until April 19?

Mr. GRIFFIN. Until July 27, 1919.

Mr. BRAND. Your profession in life up to that time had been that of an architect?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. How came you to be employed?

Mr. GRIFFIN. By making an application to the board.

Mr. BRAND. You filed an application on your own part?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. How came you to leave the office?

Mr. GRIFFIN. I was relieved from duty as district officer and transferred to Washington to the case office.

Mr. BRAND. Did they ask you to resign?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. Why?

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Mr. GRIFFIN. The reason given by Dr. Smith, Chief of the Division of Rehabilitation, was that my attitude toward the soldier was entirely too sympathetic, that I had put in too much time in interviewing soldiers and not enough into administration work; that the condition of the appropriation was such that more restrictive measures would have to be taken in regard to the rehabilitation of soldiers.

Mr. BRAND. Was that in writing or told you personally?

Mr. GRIFFIN. He told me personally.

Mr. BRAND. Who was that?

Mr. GRIFFIN. Dr. H. L. Smith.

Mr. BRAND. Is that the only charge they had against you?

Mr. GRIFFIN. That is all I was told. I knew of no other charges.

Mr. BRAND. Were you brought down here to the Washington office immediately after you severed your connection with the New York office?

Mr. GRIFFIN. I asked for leave of absence. I was given 22 days' leave of absence that day and then I had to have an operation performed and I took an additional leave without pay until October 1.

Mr. BRAND. Then you went back?

Mr. GRIFFIN. Then I came back here.

Mr. BRAND. You are still in the employ?

Mr. GRIFFIN. No; I resigned October 10.

Mr. BRAND. How came you to resign?

Mr. GRIFFIN. On account of my feeling that the law was not being lived up to by the board in the spirit in which Congress had intended it and in which the public desired it to be.

Mr. BRAND. The board here in Washington?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. They were not running the office to suit you?

Mr. GRIFFIN. No, sir.

Mr. BRAND. Are you a man of income outside of your salary?

Mr. GRIFFIN. No, sir; not especially.

Mr. BRAND. Have you a family?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. What pay were you receiving when you resigned?

Mr. GRIFFIN. $3,500.

Mr. BRAND. You depend upon your salary for your living and support of your family and yourself?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. You gave up a $3,500 job?

Mr. GRIFFIN. Yes, sir.

Mr. BRAND. Because they were not conducting the business the way you thought it ought to be conducted?

Mr. GRIFFIN. Well, it seemed to me the law was perfectly plain.

Mr. BRAND. Well, is that true?

Mr. GRIFFIN. Yes, sir. I might say that I resigned a position where I was getting more than double what I have received from the Federal board, to go into this, because I was interested in the rehabilitation, interested in the disabled soldiers.

Mr. BRAND. Was that a position of architect?

Mr. GRIFFIN. Yes, sir; doing construction work.

Mr. BRAND. Are you doing that now? Is that your business now?

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Mr. GRIFFIN. Yes, sir.
Mr. BRAND. You went back to your work?
Mr. GRIFFIN. Yes, sir.
Mr. BRAND. How much are you getting?
Mr. GRIFFIN. $9,200.
Mr. BRAND. The job which you have now pays about $6,000 more than the Federal board job paid?
Mr. GRIFFIN. Yes, sir. I was paid while I was district officer $4,000 a year.
Mr. BRAND. You said that you had in April a certain number of office force. What was the number?
Mr. GRIFFIN. On the 1st of April I had 48 employees.
Mr. BRAND. That is in the office?
Mr. GRIFFIN. That is for the entire district. That is 48 men. It does not include stenographers.
Mr. BRAND. Is that the office force?
Mr. GRIFFIN. For the entire district, including the States of Connecticut——
Mr. PLATT (interposing). It was not the whole office force?
Mr. DALLINGER. It did not include stenographers.
Mr. BRAND. I did not mean stenographers and clerks.
Mr. GRIFFIN. These men were on the force.
Mr. BRAND. Did you not have anybody in the field?
Mr. GRIFFIN. That includes some of the men who were in the field, yes, sir. We were trying to cover at that time all of the hospitals, 101 hospitals in the district; some of them they were discharged from; many they were not discharged from; they came out of the camps very largely.
Mr. BRAND. According to your judgment, you did not have enough force there to take care of the situation?
Mr. GRIFFIN. No, sir.
Mr. BRAND. Then it is a lack of office force to look after the boys instead of a lack of sympathy?
Mr. GRIFFIN. I think so. I had not discovered it except in three cases, and none of those cases were extremely lacking in sympathy on the part of the employees of the New York office.
Mr. BRAND. Was there any lack of attention?
Mr. GRIFFIN. No, sir; there was not. It was emphasized constantly that these men must have prompt attention and be treated courteously.
Mr. BRAND. That is it. Were they treated courteously?
Mr. GRIFFIN. I believe so.
Mr. BRAND. How about those in charge of the New York office, the registrars who took down the history of the case. What was their treatment of these boys?
Mr. GRIFFIN. I believe it was sympathetic so far as I could observe it and it was my intention that it should be.
Mr. BRAND. It has been stated that some of the girls made fun of the boys and were not only indifferent and unsympathetic but absolutely discourteous. Do you know of any evidence of it?
Mr. GRIFFIN. I do not know of any evidence of it, and I should deny it on my general knowledge of the situation, because I was extremely careful to see that the men in the office gave the boys every possible attention.

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Mr. BRAND. What do you know about the boys staying around in the office and waiting five or six hours to be looked after when your force was idle and could have looked after their interests?

Mr. GRIFFIN. No, sir; our force in New York was never idle and men were not kept waiting in that way. I have never any doubt of men having waited three, four, or five hours, because we did not have the staff to meet them.

Mr. BRAND. Outside of the three instances to which you refer, do you know of any discourtesy or improper or indifferent treatment to any of these boys during the time you were in charge of that office?

Mr. GRIFFIN. No, sir; I do not.

Mr. BRAND. Go on.

Mr. GRIFFIN. At the time I left the New York office I received something over 300 letters from disabled service men who had come in contact with me in one way or another that would disprove any such statements as given in some of the testimony that has been offered here. I think it was absolutely disproved that the New York office had the reputation of being discourteous to any disabled men.

Mr. BRAND. Those three instances to which you referred were among the force in the office or was it on the part of the men who were examining the boys—physicians?

Mr. GRIFFIN. It was on the part of the men at Camp Upton, and one man at Camp Dix.

Mr. BRAND. It was not, then, in the office?

Mr. GRIFFIN. It was not in the office; no, sir; and these instances were reported to me by employees that they were discourteous and rough to men they were examining at these camps.

Mr. BRAND. Were they physicians?

Mr. GRIFFIN. No, sir; they were advisers.

Mr. BRAND. Can you give the names of those who were rough to them; give the names to the committee?

Mr. GRIFFIN. One man by the name of Stevens and another Cummings, at Camp Upton. I will have to refresh my memory; Cleveland.

Mr. BRAND. Where was he from?

Mr. GRIFFIN. Camp Dix.

Mr. BRAND. And Stevens?

Mr. GRIFFIN. Camp Upton.

Mr. DALLINGER. I believe you said that the cost of administration of this act was 40 per cent or over of the total disbursements.

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. Do you consider that excessive?

Mr. GRIFFIN. It seems to me so.

Mr. DALLINGER. Now, that was in spite of the fact that your force during the time that you were in charge at the New York office was totally inadequate, as I understand?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. So that if you had had the force that you considered adequate the cost of administration would be very much larger?

Mr. GRAFFIN. I referred to one period, it was in September, 1919. I got the figures from the disbursements of that month. I could

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not say what was spent earlier than that and the proportions of the overhead to the general.

Mr. DALLINGER. The reason I asked you that question your statement seemed to me to be a little inconsistent.

Mr. GRIFFIN. Naturally, I can see how that occurred.

Mr. DALLINGER. I wanted to find out where you think the overhead charges and costs of administration were excessive, if any, in the New York office.

Mr. GRIFFIN. In the duplication of the work. There is so much duplication of work, so many reports, so much delay, all along the line.

Mr. DALLINGER. In other words, you think that the excessive overhead charge of administering this act is due to the unnecessary red tape.

Mr. GRIFFIN. Precisely; excessive caution.

Mr. DALLINGER. How long a period were you at New York?

Mr. GRIFFIN. From September, 1918, to July, August, practically, of 1919.

Mr. DALLINGER. About 11 months?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. As a result of your experience, what would be your opinion as to the advisability of allowing the New York office under certain reasonable regulations to dispose of cases without forwarding the affidavits and certificates, etc., to Washington?

Mr. GRIFFIN. I think it would be the most desirable plan and the only logical way to conclude a job of this type. I mean to accomplish it, with justice to the boys and with the least possible expense to the Government. These boys want quick action and they get very angry at the delay of weeks and weeks and months and months that they have undergone in this work.

Mr. DALLINGER. Is it a fact that the reason why much of the delay occurred at the New York office in finally disposing of these cases, starting the boys in training, was due to the fact that you were obliged by the regulations to forward papers to Washington?

Mr. GRIFFIN. Exactly so; yes, sir.

Mr. DALLINGER. Now, I understand you to say that you started in with 14?

Mr. GRIFFIN. No, sir; with four men.

Mr. DALLINGER. How many applications did you have the first week; about how many cases came in when you first opened up?

Mr. GRIFFIN. Of the boys' cases?

Mr. DALLINGER. Yes.

Mr. GRIFFIN. I think I have the figures somewhere here. I can give you these for several different periods.

Mr. DALLINGER. I mean in the beginning.

Mr. GRIFFIN. Twenty-one applications; September 27, we had 21 cases.

Mr. DALLINGER. That first day you had 21 cases?

Mr. GRIFFIN. That was up to September 27. We had been there at that time 10 days.

Mr. DALLINGER. In 10 days you had 21 cases?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. You had four men. Will you tell the committee just exactly what your quarters consisted of when you started?

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Mr. GRIFFIN. We had two rooms.
Mr. DALLINGER. Whereabouts?
Mr. GRIFFIN. 280 Broadway.
Mr. DALLINGER. What floor?
Mr. GRIFFIN. The sixth floor.
Mr. DALLINGER. What was the size of the rooms?
Mr. GRIFFIN. The combined area—I will give the two of them together—was 18 by 30.
Mr. DALLINGER. The combined area was 18 by 30?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. There were two offices, an outer office and an inner office?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. Was that the outer office that the boys who testified here have designated as the pen?
Mr. GRIFFIN. I would not be surprised. It was very like a pen.
Mr. DALLINGER. When you started in, were there any chairs in the outer office provided by the board?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. How many chairs?
Mr. GRIFFIN. Twenty some, perhaps; something like that.
Mr. DALLINGER. I understood one or two of the boys testified that there were only four chairs and that the rest had to stand?
Mr. GRIFFIN. We supplied chairs until we took up all the area that was available in the place and the boys had to stand there, even in the corridor, and I have seen them standing there for hours.
Mr. DALLINGER. Even providing chairs that you could get anywhere, there were still boys who had to stand?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. I understand your explanation of the reason why these boys had to stand and wait there was because your force was totally inadequate to handle them?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. How much could you increase this force in these new rooms and still be enabled to carry on this work?
Mr. GRIFFIN. There were three rooms available which the board took advantage of. We could have gotten considerable space in that building, the Munsey Building, at that time.
Mr. DALLINGER. What space was available at that time?
Mr. GRIFFIN. To keep up with our problem up to a certain point and then we reached the maximum.
Mr. DALLINGER. Mr. Griffin, how early after you started in were you convinced that the successful carrying on of your work demanded an extra office space; how soon after you started?
Mr. GRIFFIN. We got additional space. I can not recall precisely the exact date. In a general way, I should say, perhaps, in a month or six weeks.
Mr. DALLINGER. You did not quite answer my question. I asked you how soon did you feel you needed extra space after you started in?
Mr. GRIFFIN. About a month after.
Mr. DALLINGER. In about a month after you found that you needed extra space. Did you call it to the attention of the board?
Mr. GRIFFIN. Yes, sir.

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Mr. DALLINGER. Did they respond promptly?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. What additional space did they give you?
Mr. GRIFFIN. We rented three additional rooms.
Mr. DALLINGER. That made five in all.
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. What force were you then given to do the work with, when you first went into the five additional rooms?
Mr. GRIFFIN. I do not know that I can tell you absolutely.
Mr. DALLINGER. I did not want it absolutely.
Mr. GRIFFIN. We had probably at that time some 18 men.
Mr. DALLINGER. What I am trying to find out, and what the committee would like to know, I think, are the reasons why the work could not be successfully carried on. I understand you have indicated that you did not have an adequate force and did not have adequate room, and I wanted to find out which came first.
Mr. GRIFFIN. It was the force. I never was denied by the chief of the division to whom I applied adequate office space. It seems that their appropriation was so budgeted that there was quite a sum of money available for office quarters to be spent in that way.
Mr. DALLINGER. So you would not complain against the board in regard to furnishing you adequate office space?
Mr. GRIFFIN. No, sir.
Mr. DALLINGER. But, as I understand it, you had to continually request additional assistance in the way of field men and in the way of technical workers?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. And also in regard to clerical assistance? Did you have trouble in getting sufficient clerical assistance?
Mr. GRIFFIN. We had difficulties in reality but not a failure of the board or the central office to give us what we wanted, but at that time, that was before the armistice was signed, we had a great deal of difficulty in getting the character of office clerical staff that we required.
There was one more point I would like to mention: In New York at that time there were very practical difficulties in the way of getting office space. It was very difficult to get space anywhere in New York. The conditions still exist.
Mr. DALLINGER. Do I understand you to say that while you were given adequate office force, you did have difficulty in getting the Vocational Board at Washington to give you sufficient assistance to properly handle the applications that came into your office?
Mr. GRIFFIN. Yes, sir.
Mr. DALLINGER. When you were given authority or permission to have additional help, how were these men appointed?
Mr. GRIFFIN. In some cases from recommendations that I have made from applications that came to the New York office; in most cases directly by the Washington office.
Mr. DALLINGER. That is what I wanted to bring out. You were not given a free hand in picking out the people that you desired to have assist you in this matter?
Mr. GRIFFIN. That is so.
Mr. DALLINGER. That is, you were told to take certain people that were sent you?

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Mr. GRIFFIN. Very often.

Mr. DALLINGER. What, in a general way, were the character and qualifications of the people that were sent to your office to help in your work?

Mr. GRIFFIN. The general character and qualifications were all that one could ask for. I think that after a change of the personnel officer, Mr. Critchett, who left the board—I do not recall the date, even approximately—the character of employees that were sent from Washington went down in the scale, I think. We might, perhaps, attribute that to the fact that the armistice was signed, and there were not so many people anxious or interested from patriotic motives to get into war work.

Mr. DALLINGER. How long after you started in the New York office did you have a change in the personnel officer at Washington? How long had you been going?

Mr. GRIFFIN. I think Mr. Critchett returned to his office in Minneapolis in February, 1919. I would not be sure of that.

Mr. DALLINGER. As I understand, after Mr. Critchett left you noticed a deterioration in the character and adaptability of the men that were sent to you?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. Were all the men appointed through the civil service?

Mr. GRIFFIN. No, sir; very few of them.

Mr. DALLINGER. The appointment was made by application—by application made to the board and then passed upon by the board, and the people were sent to you?

Mr. GRIFFIN. Of course, I think it was brought out yesterday by Mr. Wadsworth that it was intended that they should take examinations at a later date that were prescribed by the board and the Civil Service.

Mr. DALLINGER. Now, you have stated that, in your opinion, the charge that there was discourteous treatment of soldiers applying to the New York office was unfounded. That is, so far as relating to the time that you were in charge. As a matter of fact, what opportunity, Mr. Griffin, did you have of knowing whether these soldiers, when they came into that outer office, were treated courteously or discourteously?

Mr. GRIFFIN. Because it was known to men who applied to that office—the soldiers—that my door was open at all times for them to register any complaints that they had as to their treatment.

Mr. DALLINGER. Do you mean there was a notice posted up, so that they could see it in the outer office?

Mr. GRIFFIN. I told the young lady who had charge of receiving soldiers that any man who desired to see me could do so at any time.

Mr. DALLINGER. Now, in regard to that young lady—was there only one young lady that met the soldiers and took down their names?

Mr. GRIFFIN. There was one young woman who was head of the work. She had two assistants.

Mr. DALLINGER. As I understand, the soldiers, when they first came in, saw either this girl or one of her assistants?

Mr. GRIFFIN. Yes, sir.

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Mr. DALLINGER. What opportunity did you have of knowing whether those girls treated all of those boys courteously or whether or not they laughed at them or made fun of them at times?

Mr. GRIFFIN. From close observation of the young lady that I selected for that work and from observation of others on the staff as to her peculiar qualifications and fitness for that duty.

Mr. TOWNER. I would like to have the last question and answer read.

(The stenographer read the preceding question and answer.)

Mr. DONOVAN. Is it necessary to have that and to take advantage of that generality?

Mr. GRIFFIN. I can conclude it by saying that they are ordinarily qualified to do that task.

Mr. DALLINGER. As time went on and you expanded and you had greater office space and larger force, there were more and more people meeting the soldiers, taking down their history, etc., and it was more difficult for you even than before to judge whether that was the fact or not.

Mr. GRIFFIN. Naturally, I could not, of course, keep in close touch with every phase of the work at that period, but still I did keep fairly close to that and observe the men who had charge of the work.

Mr. DALLINGER. At the time you left the New York office, how many employees did you have in that office?

Mr. GRIFFIN. I do not know. I perhaps could give that better by divisions. I could make a mental calculation.

Mr. DALLINGER. How many rooms did you have?

Mr. GRIFFIN. I had one very large room that was 10,000 square feet. I had 10,000 square feet on one floor in a loft and 2,700 feet on the floor below, between 12,000 and 13,000 square feet of floor space.

Mr. DALLINGER. Did you have as many as 100 people left?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. Over 100?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. And the latter part of the time you were there, you were practically all the time in your private office, were you not?

Mr. GRIFFIN. I was about the office from time to time.

Mr. DALLINGER. From time to time, you say, each day you went around?

Mr. GRIFFIN. I circulated around the different divisions.

Mr. DALLINGER. Where was the office located when you left?

Mr. GRIFFIN. Fortieth and Fifth Avenue.

Mr. DALLINGER. When was it you left 280 Broadway, the Munsey Building?

Mr. GRIFFIN. In March; the latter part of March, 1919.

Mr. DALLINGER. Was that about five months while you had the quarters at 280 Broadway?

Mr. GRIFFIN. Yes, sir.

Mr. DONOVAN. Yesterday, Mr. Wadsworth stated that he thought the service and efficiency of the board might be increased in the Washington office, or the central board, by legislation making certain regulations and rules to be prescribed and followed through the

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D. V. O. throughout the country, being instructed and having direct and absolute charge in the administration of the practical workings of the training and kindred subjects of the office in the district office. I would like to get your opinion on that?

Mr. GRIFFIN. That is precisely my idea of it.

Mr. DONOVAN. It is mine, too. I wanted to ask you another thing. In fact, I was in the New York office, and I met and dealt with them. Along the line of the testimony, where you said that you were about the plant up there and that the soldiers could see you, I want to ask if it was not a fact, because I have observed it and want to have it verified if you can, that after you left the Fortieth Street office and Fifth Avenue that for some time that loft was simply wide open, no pretense of divisions made, and therefore if you wanted to you could not hide from being seen by anyone of the boys that came in there, any man or woman or child that was within that loft space?

Mr. GRIFFIN. I do not think I have had occasion to hide from anybody.

Mr. DONOVAN. But if you wanted to?

Mr. GRIFFIN. No.

Mr. DONOVAN. Was it not a fact that the loft was absolutely open?

Mr. GRIFFIN. Yes; it was absolutely open.

Mr. DONOVAN. Anyone who wanted to see you had only to go out and pick you out among them?

Mr. GRIFFIN. Yes, sir; that was the character of the building.

Mr. DONOVAN. I know it was, as I have been up there myself.

Mr. GRIFFIN. It was open for about a month, Mr. Donovan.

Mr. DONOVAN. That is all I want to say. I used to look over there and stop in and go about there.

Mr. BURROUGHS. I was not here when you began your testimony, but if you have gone into it just stop me and I will not take up any time.

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. I would like to have you state, if you have not already done so, briefly just what the different steps were in your office in New York in that district office from the time the young men, the soldiers, came to the office—the different steps that you took or your office force took with you.

Mr. GRIFFIN. As to our getting them into training?

Mr. BURROUGHS. Yes.

Mr. GRIFFIN. I will give them for the men that applied at the office. Of course, men applied to the field. Men that applied to the office we sent over to the vocational adviser after they had registered with the young woman who has charge of the reception room.

Mr. BURROUGHS. The first step is to register?

Mr. GRIFFIN. To register. As soon as the vocational adviser was available they were turned over to the vocational adviser, who took the history vocationally and economically; the history of the Army—that is, their service history—and, if it were possible, on the same day the young man was turned over to the training adviser and went with him into the character of training that young man chose to take up. Then the case rested for observation of the local case board to determine whether the advisement and recommendations as to training were proper; and, having been completed, the man's record

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was sent to Washington. In the meantime it included the medical history between the advisers and the training department, and the young man met the medical adviser, who looked into his medical history, disability, and general physical condition, and the case went to Washington for final determination, except for this brief period between the middle of December, 1918, and February, 1919, when we passed upon those cases ourselves in New York finally.

Mr. BURROUGHS. When was it that you did that finally? When did you say that was?

Mr. GRIFFIN. From the middle of December, 1918, to the first of February, 1919.

Mr. BURROUGHS. Then that policy was changed?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And after that papers had to be sent here to Washington for final action?

Mr. GRIFFIN. Yes, sir; previous to that time and after that time.

Mr. BURROUGHS. But during those few months you were given discretionary power?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Was there any special reason given to have changed back to the old system?

Mr. GRIFFIN. Yes, sir; lack of ample appropriation.

Mr. BURROUGHS. They wanted the power here and felt that you were going beyond the limit of the appropriation?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. The first step, then, that the soldier took when he came to your office was to register?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Did he ever make out application papers or anything for training there?

Mr. GRIFFIN. Yes, sir; they are made out for the advisers, and they sometimes signed them.

Mr. BURROUGHS. He was then turned over, first, to the vocational adviser?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. How many of these vocational advisers did you have in the office in the last part of your service there?

Mr. GRIFFIN. Six. Of course, that number varied; sometimes we had four and sometimes, possibly, seven. It would depend upon the condition of the field work to a large extent. Men were coming in and out.

Mr. TOWNER. The House will be in session, and we will now adjourn until 2 o'clock this afternoon.

(Thereupon, at 11.55 o'clock a. m., the committee took a recess until 2 o'clock.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to recess.

STATEMENT OF MR. ARTHUR W. GRIFFIN—Resumed.

Mr. TOWNER (presiding). The examination of Mr. Arthur W. Griffin is continued. Mr. Dallinger, will you interrogate the witness?

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Mr. DALLINGER. I had finished my examination.

Mr. TOWNER. Mr. Burroughs, have you some questions?

Mr. BURROUGHS. You were telling the committee when we recessed about the vocational advisers, Mr. Griffin, and just what their duties were. I do not think you had stated just what the vocational adviser did do.

Mr. GRIFFIN. In general, they are first to get the record of the man—I think I gave that part of the testimony—as to what is called the mechanical side of their examination, and then to find out what his educational history was, his occupational history, and his desire in the way of vocational training.

Mr. BURROUGHS. Does the vocational adviser himself give any advice?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. To what extent?

Mr. GRIFFIN. He endeavors to get the advice in regard to training fairly complete—that is, as to the nature of the training the man wants to take. The place for training and the arrangements for training are taken up by the vocational department after the adviser has finished with the man.

Mr. BURROUGHS. That is as I understood, but what I was trying to get at is what the vocational adviser did himself in the way of giving advice to the man, as distinct and separate from what the training adviser did later.

Mr. GRIFFIN. The vocational adviser attempts to reconcile the education with the occupation, the history of the man and his desires for some particular line to vocational guidance or vocational training, and he comes to a conclusion with the man as to what that will be.

Mr. BURROUGHS. Getting the man's desires, but himself also having authority to decide?

Mr. GRIFFIN. Yes; it is guidance, vocational guidance, not always agreeing with the man but attempting to reconcile all those elements so that the man will be satisfied and the vocational adviser satisfied and ready to recommend the conclusions which they arrive at.

Mr. BURROUGHS. Were you familiar enough with the work of the vocational advisers during your incumbency of the office there in New York to state whether they did in fact approach their duties sympathetically and whether they did in fact try to get at and to advise with the man according to the spirit of the thing as you understood it?

(At this point Mr. Fess took the chair.)

Mr. GRIFFITH. I think so. Of course, it would be quite difficult with the number of men we had throughout the field to say that every man was functioning up to the standards that we hoped.

Mr. BURROUGHS. I am talking now simply about the vocational adviser.

Mr. GRIFFIN. Yes; I understand.

Mr. BURROUGHS. Those were in your office, were they not?

Mr. GRIFFIN. Part of them, but the great majority were in the field.

Mr. BURROUGHS. In the latter part of your statement I understood you to say there were only 5 or 6.

Mr. GRIFFIN. In the office, but we had 25 or 30 in the field—in fact, even more than that, because when I found that we were unable

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through lack of appropriation, or whatever the cause may have been, to get the number of men which was required to meet our problem there, I set up relations with the educational department of the State of New York and the educational department of the State of New Jersey to interest a large number of their teachers in vocational schools, to help us out on this initial contact with the men. That resulted in the employment, as I recall it, of about 120 additional men without expense to the board, or they were put on the basis of $1 a year, and that assisted us up to some time in June, and the recommendations for their reappointment were never acted upon by the central office. We might have had that same assistance through the summer and probably have cleaned up our field cases had we been able to have gotten the central office to act upon it.

Mr. BURROUGHS. You did have, then, some discretionary power in the choice or picking out of these vocational advisers?

Mr. GRIFFIN. I sometimes was supported in my recommendation but not always. I found more trouble with the central office in removing advisers from posts without notifying me of their removal. For instance, I would have a telephone message from some camp that our adviser had been away from there for two or three days, and I would find that he had been transferred to Boston.

Mr. BURROUGHS. And that was done from the central office here?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Was that frequent?

Mr. GRIFFIN. It happened several times, half a dozen times, probably.

Mr. BURROUGHS. Do you recall any special instance so that you could give the name or identify the case?

Mr. GRIFFIN. Yes, sir; I think I can give you two instances of men that went to Boston. Here is a man by the name of Hogan. That is one man. I can identify the other man only by saying that he was a man that was supplied by the Knights of Columbus. We had, I think, a dozen men that were assigned to the New York office by the Knights of Columbus—or the Catholic War Council—to assist the board in this problem of initial contact.

Mr. BURROUGHS. Now then, I understand from what you say that when the vocational adviser was through with the man it was supposed that they had come to some understanding as to what the form of training was to be?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And that so far as possible the desires of the men had been taken into consideration?

Mr. GRIFFIN. They had been taken into consideration; yes, sir.

Mr. BURROUGHS. And that only in those cases where it was purely apparent that the desires of the men were not for their best interests, was a different course pursued with reference to that? Is that right?

Mr. GRIFFIN. That was the principle upon which we worked.

Mr. BURROUGHS. And so far as you know, that principle was adhered to by your men?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Now then, the next step after the vocational adviser was the medical adviser?

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Mr. GRIFFIN. The medical advisor; yes, sir.

Mr. BURROUGHS. The man was then turned over to a doctor or physician for examination as to his physical disability?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And the report came from that examination?

Mr. GRIFFIN. Yes, sir; the form was filled out.

Mr. BURROUGHS. A form was filled out and filed? How long did the man have to wait between the time of his vocational-advisor relation and the time when he was turned over to the medical advisor?

Mr. GRIFFIN. The intention was that he would go to the medical advisor immediately. With the congestion that we had in the New York office that was not always possible. Sometimes he would have to return the next day.

Mr. BURROUGHS. He would have to return the next day, but was it ever delayed longer than that?

Mr. GRIFFIN. I would not want to say positively that it was not delayed longer than that.

Mr. BURROUGHS. What would be the longest time that you would have any recollection whatever of any man ever having to wait?

Mr. GRIFFIN. I don't recall that we ever delayed anybody more than one day, but I would not say that that was—that there were not longer delays. Sometimes, particularly in the early stages of the work, when we had a medical advisor but half a day and the number of cases was so large, we had to make an appointment for some later time, perhaps three or four days off.

Mr. BURROUGHS. How long did this medical examination take? That would be a matter of an hour or two?

Mr. GRIFFIN. No, sir; not as a rule. Of course, we had some idea as to the nature of the examination from the man's discharge, and the examination of the heart and lungs was not a thing that took very long. I should say that our medical men were examining 20 to 30 men a day—something like that.

Mr. BURROUGHS. How were these doctors chosen? Did you choose them?

Mr. GRIFFIN. No, sir; I chose one man; yes, sir. I chose Dr. Richardson, who was connected with our office.

Mr. BURROUGHS. What was the process by which a doctor, a medical adviser, was chosen?

Mr. GRIFFIN. Usually through the central office.

Mr. BURROUGHS. On whose recommendation?

Mr. GRIFFIN. I could not say.

Mr. BURROUGHS. Was that done on the recommendation of somebody at the district office?

Mr. GRIFFIN. No, sir. In the case of Dr. Richardson it was. He was recommended by the district office and appointed.

Mr. BURROUGHS. But ordinarily all these doctors have been appointed straight from Washington, without any recommendation whatever from New York?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Well, do you think that is a good method to pursue?

Mr. GRIFFIN. I would say not, as related to the New York office. because we had a very competent man who was a volunteer worker

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in our office, an assistant who could have passed upon that with unusual discretion and judgment.

Mr. BURROUGHS. It would seem to me that from your local contact and association right there in New York it would be much better to have the discretion in the supervisor or director there in New York of that office?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. To recommend at least, if not actually to appoint?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. By the way, did you have any power whatever to discharge any medical adviser or any employee in your office?

Mr. GRIFFIN. No, sir; I had a great deal of difficulty in discharging men that were incompetent and troublesome.

Mr. BURROUGHS. Could you of your own motion discharge anybody connected with your office?

Mr. GRIFFIN. Why, I have taken that function over in connection with clerks.

Mr. BURROUGHS. But so far as a medical adviser or a vocational adviser or a training adviser is concerned, what would be your process, provided you found that one of them was incompetent? How would you get rid of him?

Mr. GRIFFIN. I would recommend his separation from the service to the chief of the division at Washington.

Mr. BURROUGHS. And did you ever have occasion to do that?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And was your recommendation acted upon favorably?

Mr. GRIFFIN. After considerable difficulty. I think it took five or six weeks to arrive at that desired result.

Mr. BURROUGHS. It was a matter of six weeks before your recommendation was acted upon at all?

Mr. GRIFFIN. Yes, sir; before the men were separated from the service.

Mr. BURROUGHS. Well, after the medical advisor was through with the man, then as I understand he goes to a training advisor?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Now, will you explain to the committee what the functions of the training advisor are?

Mr. GRIFFIN. He was a man who had knowledge of institutions that could train a man along the lines that had been agreed upon between the vocational advisor and the candidate for training. During Mr. Wadsworth's administration of the training department we had those divisions—we had segregations within the training department, having certain groups of schools assigned to one man who was supposed to have a very complete knowledge of what could be obtained there in the way of training, and the candidate for training would go to the training officer who was qualified to take up the matter of training in this particular line, and the various steps were taken to agree upon the school that was accessible to his home, or as nearly accessible as possible, and the training papers were arranged to be forwarded to Washington for their final recommendation.

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Mr. BURROUGHS. This man, the training advisor, is an outside man? I mean, he doesn't do work in the office?

Mr. GRIFFIN. Yes; he works in the office entirely. At Buffalo—I think Buffalo was the only point where we had a man who regularly did work in the training section. The rest of them were in New York. We did a great deal of that work by correspondence at times.

Mr. BURROUGHS. It was the business of the training advisor, then, in a word, to get the men located at some point at the most available point where he could be trained in accordance with the agreed-upon plan?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. He had no authority or power whatever to change the form of training that had been agreed upon?

Mr. GRIFFIN. Yes; if in his judgment the advisement was not valid and proper he could take that up with the man or go to the head of the section and discuss the matter as to whether it would be to the advantage of the man and everybody concerned.

Mr. BURROUGHS. Supposing some training advisor had a man who wanted to be a carpenter, for instance, and the training advisor had become satisfied that that was not what he was best adapted for, do I understand that he would have authority himself to change that man over to something else?

Mr. GRIFFIN. He would take it up with the head of his section, the advisement section, for check.

Mr. BURROUGHS. And if he got the authority?

Mr. GRIFFIN. If he got the authority from the head of the section, he might take up the matter with the candidate.

Mr. BURROUGHS. A matter of that sort would not come to you at all?

Mr. GRIFFIN. No, sir; unless it was some very pronounced case where there was a pronounced disagreement.

Mr. BURROUGHS. Were there many cases of that sort that you know of?

Mr. GRIFFIN. No, sir; there were not many cases. We were sending through about 200 cases a week.

Mr. BURROUGHS. How many of these training advisors did you have in your staff?

Mr. GRIFFIN. In July approximately, 12.

Mr. BURROUGHS. How long a time, on the average, if you could give any estimate, would the man be under the training advisor before he finally began his training?

Mr. GRIFFIN. Those matters were concluded in the training department, I should say, on an average of 45 minutes to an hour. There was a long delay between the time of the advisement and the training, on account of the difficulty of making an appointment for the candidate to meet the training officer who could give him the necessary time to decide upon his case.

Mr. BURROUGHS. That was where the great delay came?

Mr. GRIFFIN. There was a great deal of delay there. The greatest delay was after the case left our office, waiting for the central office to act upon it.

Mr. BURROUGHS. Well, I will get to that in a moment.

Now, what sort of men did you try to get for these training advisors? They were appointed, I suppose, from the central office here in Washington?

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Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. In the same way as the others?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And without any recommendation from you whatever?

Mr. GRIFFIN. Occasionaly; I can tell you in a moment how many men of the total number, if you think it is important, that I had recommended. This is the training men or the entire staff?

Mr. BURROUGHS. I would like the training men and then give it for the entire staff.

Mr. GRIFFIN. Five. Five of the training men.

Mr. BURROUGHS. That you recommended?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And how many of the training men were there, the total number?

Mr. GRIFFIN. Fifteen.

Mr. BURROUGHS. So that you recommended about one-third of the men of the training advisors?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And the other two-thirds were sent to you from Washington without any suggestion from you whatever?

Mr. GRIFFIN. Except that I wanted men.

Mr. BURROUGHS. Do you think that about that same proportion would hold in regard to all of the employees?

Mr. GRIFFIN. I think so.

Mr. BURROUGHS. In your office?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. What type of man ought you to have as a training advisor?

Mr. GRIFFIN. A man of very broad contacts, experience. The custom of the office in looking for men connected with educational institutions was, in my judgment, not the soundest. Men who had had more contact with business administration—that is, men in the field of business and men from a great many different lines of endeavor—are very much better fitted for sound advisors in regard to training.

Mr. BURROUGHS. They are more practical?

Mr. GRIFFIN. More practical.

Mr. BURROUGHS. To what extent do you think the criticism is sound and based on reason that there is too much theory and too little practice in this whole business, anyway?

Mr. GRIFFIN. I think that criticism generally is pretty sound. There has been too much theory, too many men taken from educational institutions, too few men who have had a broader contact and experience outside of educational institutions.

Mr. BURROUGHS. As I recall it, the next move in the man's case was, before he ever gets to his training, after he has been through this matter with the training advisor, the case then goes to the local case board?

Mr. GRIFFIN. Yes, sir.

Mr. BURROURHS. Now, won't you explain to the committee what the local case board is, how it is made up, and what its functions are?

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Mr. GRIFFIN. Originally we had a case board which was drawn from men not appointed—not employees of the board. They were selected from citizens in the community, one representing the employers, another the employees, and a medical man to sit on these cases and determine whether the advisement was sound, whether the man was physically able to take up the training, and O. K. or disapprove the training recommended. We had a case board of that sort in New York until it became impossible for one board to meet the situation. We had so many cases going through that a business man or a man that had other business there and was sitting on our case board could not attend to his usual vocation. It then became necessary for us to take men from the heads or from the different sections in our office and let them pass on that, and that was the practice of the board when I left there, that the case board was made up of our own office staff, men who had not been in contact with the case but would sit in a judicial capacity upon the work that had been done up to that point.

Mr. BURROUGHS. Did these men sitting on the case board pass on the case without reference to the man himself, or was the man himself brought before them and questioned?

Mr. GRIFFIN. It was without reference to the man.

Mr. BURROUGHS. They passed simply on the reports?

Mr. GRIFFIN. On the paper record; yes, sir.

Mr. BURROUGHS. How long did that take, ordinarily?

Mr. GRIFFIN. I have known at periods there that we were perhaps a week behind with our work on that case board. Usually we were very prompt in getting those through the case board; and, as I say, we were putting through an excess of 200 cases a week in July last.

Mr. BURROUGHS. The case board then had full authority to overturn the findings of this vocational advisor and the training advisor?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And that, too, without any reference to the man himself? I mean, without talking to the man himself?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. And would they do that without talking with the man at all, himself, about it?

Mr. GRIFFIN. Occasionally.

Mr. BURROUGHS. Or seeing him at all?

Mr. GRIFFIN. On cases that were turned down by the case board, the usual procedure was to take it up with the advisor and the training man who had already passed on it and get his judgment. In a great many cases there are many things that could not be put down on paper in relation to a candidate, no matter how able one was at making a picture, and these men would confer on the case, and sometimes they came together in an agreement; sometimes it was necessary to call the man in again for further conference.

Mr. BURROUGHS. And then, having passed on the case finally, I understand the man's case was made up and forwarded to Washington?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. For final action here?

Mr. GRIFFIN. Yes, sir.

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Mr. BURROUGHS. With some recommendations?

Mr. GRIFFIN. With the recommendation of our case board.

Mr. BURROUGHS. Now, I believe you say that there was a very great cause of delay?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. Can you make any statement here with reference to it that would enlighten the committee as to the amount of delay that was caused on that account?

Mr. GRIFFIN. Well, from three weeks to eight months.

Mr. BURROUGHS. From three weeks to eight months?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. On individual cases?

Mr. GRIFFIN. On individual cases.

Mr. BURROUGHS. Take the eight months' case, do you have in mind what that was?

Mr. GRIFFIN. Well, there were a good many over eight months.

Mr. BURROUGHS. A good many that went over eight months, that went over that period of delay of eight months? Could you tell what cases those were?

Mr. GRIFFIN. No, sir; I could not tell you just now those cases, but I think there are cases from the record—I don't know whether they have already gone in or not, that will give the committee that evidence, and the names of those people.

Mr. BURROUGHS. Now, during that eight months, do I understand that there was no action taken here at all, or was there correspondence during this time back and forth between the office in Washington and your office as to the case?

Mr. GRIFFIN. Sometimes there was correspondence; more frequently nothing was done.

Mr. BURROUGHS. Mr. Griffin, do you think there is still too much red tape in the conduct of this business?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. In what respects?

Mr. GRIFFIN. On account of the centralization of all the authority in Washington.

Mr. BURROUGHS. How would you, from the experience that you have had in the New York office, and also from the experience that you have had in the office here, how would you go to work to decentralize it? What, if any, constructive recommendation would you make?

Mr. GRIFFIN. Well, the district offices and the district case boards should be carefully considered by the centralized authority as to their fitness to pass final judgment on those cases. That would be the initial step. If the funds of the board are limited, the district officers should be notified to what extent they could go in their apportionment of the appropriation for the training of men in their districts—at least, the appropriation for each district should be apportioned.

Mr. BURROUGHS. Some suggestion has been made here in regard to the dividing up of the country into a larger number of districts than at present, and the suggestion has been made that the districts correspond with the limits of the congressional districts now; that there be one district for each congressional district and that the

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man in charge of that district have some more discretionary power to act than he has under the present system. I would like your viewpoint on that.

Mr. GRIFFIN. I like the system that is used in England better than the one you suggest, for this reason: As I understand it there, the advisement comes from communities, perhaps small communities; it comes from people who are acquainted with the candidates, who know a great many of the conditions surrounding his life, his past and all that sort of thing, and can perhaps pass better judgment upon his capacity and how he will carry on his training, and after training, than the contact he has had with an utter stranger would indicate. I think that advisement of that character is very valuable—would be very valuable to the Federal board. We found in working with the vocational teachers that in small communities we got excellent advisement from those men, and further than that, they were able to give us the best judgment as to the place of training.

Mr. BURROUGHS. Do you think it is necessary at all to have any further control over the placement of the man after your case board has passed upon the case?

Mr. GRIFFIN. The placement or training?

Mr. BURROUGHS. The training.

Mr. GRIFFIN. Yes; I thing that is a very important factor in the work. I do not think that the work can ever be carried on successfully unless the follow-up work while the man is in training is carefully and consistently done.

Mr. BURROUGHS. I guess you misunderstood my question. I referred to this review, this final review of your case board at Washington. From your experience and observation do you think there is any necessity of going further than the action of your case board in the matter of review before final action is taken on a man's case?

Mr. GRIFFIN. You mean if in New York we had passed upon the case, that that should be the final step?

Mr. BURROUGHS. Yes.

Mr. GRIFFIN. I think that is all sufficient. A great deal of time and money is wasted by reviewing these cases.

Mr. BURROUGHS. And do you think it is a wise plan to have all these advisers and employees in your district office employed and sent to you from Washington?

Mr. GRIFFIN. No, sir; I do not.

Mr. BURROUGHS. Wouldn't it be better to put you, or some other man, in charge of that office and hold you responsible for the results?

Mr. GRIFFIN. I think so.

Mr. BURROUGHS. Giving you a limit, perhaps, as to the number of men you may employ and the amount of salary that you may expend, but giving you the discretion and the power to pick out your men and discharge them at will?

Mr. GRIFFIN. I might state that during the time when the bars were let down and we were permitted to use our own discretion, we put into training some 260 men, I think, or 266, with a staff of less than 20 men on the average, at a far less expense than was possible afterwards, and that out of those 260 or 266 men there was only one man who was found not compensable by the Bureau of

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War Risk Insurance. So that satisfied me that our judgment as to the compensability had been sound in those cases, and I feel that the district offices could and would act with splendid judgment and care for the expenditure of public moneys if the authority were given them to pass final judgment on these cases.

Mr. BURROUGHS. Just one question more and I will be through. You heard the testimony of Mr. Wadsworth yesterday?

Mr. GRIFFIN. Yes, sir.

Mr. BURROUGHS. To what extent, if at all, do you think that your office was handicapped or hindered or delayed by administrative rules that were laid down here by the central office?

Mr. GRIFFIN. I don't recall how many documents on procedure were issued from the central office. I ran across one the other day, No. 275, which appeared along early in the year 1918, which indicates that we had a great many documents of that character coming out from time to time, documents of procedure. I venture to say that within the first year there were 500 documents issued by the various divisions of the central office, on rulings, change of rulings, procedure, changes of procedure, for our consumption in the district offices. The mere reading of those documents alone would consume the time of one man, and it was necessary to notify the various sections within our office of changes in rulings, and that became very onerous. We were constantly up in the air as to whether we were going right or wrong. New forms came out frequently and changes of forms, and there never has been, or never was in the time I was there, any settled policy that remained settled for any length of time. We could work along for four weeks on one line, and at the end of four weeks we would have to change to something else, and it disrupted the service.

Mr. BURROUGHS. That is all I have.

The CHAIRMAN. Mr. Vestal, have you some questions?

Mr. VESTAL. I am interested in one statement the witness made.

I understood you to say that this case board passes upon these questions simply upon the paper evidence?

Mr. GRIFFIN. Yes, sir.

Mr. VESTAL. They did not take into consideration the applicant for training, his own wishes in the matter, but passed upon it from the paper evidence as handed them by the advisor?

Mr. GRIFFIN. The wishes were often registered on that application, on the papers, although it might not appear that it was the candidate's particular wish for that particular thing. That is, as you suggest, it may have been entirely covered up and obscured from the case board as to whether it did meet with the condidate's wishes, although he signed the application.

Mr. VESTAL. Now, your judgment is that that should be final and not be sent to the department here in Washington?

Mr. GRIFFIN. Yes, sir.

Mr. VESTAL. You would not say that that should be final if the applicant for training himself was opposed to taking that sort of training that had been recommended by the advisor?

Mr. GRIFFIN. No, sir; I believe that any applicant should have the power of appeal, and to have his appeal listened to.

Mr. VESTAL. That is the one thing that I wanted to bring out.

Mr. DONOVAN. Was there not, Mr. Griffin, an appeal board, or isn't there one now, consisting of 10 men, 2 or 3 of whom are ex-

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service men, and 2 or 3 doctors, who were also officers in the war, that is an appeal board? Or do you know that?

Mr. GRIFFIN. I do not know.

Mr. DONOVAN. I think there is now. I was just going to ask one other question. Mr. Burroughs asked were the men sent from Washington. You did not mean that they lived in Washington? You meant that after the applications were approved here, then the men, who might live in New York and had applied for positions, were appointed, but the men physically were not Washington men that were sent up to you?

Mr. GRIFFIN. No; they came from various parts of the country.

Mr. DONOVAN. New York and other places?

Mr. GRIFFIN. Yes, sir.

Mr. PLATT. I asked one or two questions this morning, and one or two others have occurred to me.

In this matter of expense, suppose the district officers were fully in charge, and suppose they occasionally did make a mistake and sent a man into training who ought not to be sent into training, the extra expense involved would not be a factor at all compared with the extra expense of referring everything to Washington, would it?

Mr. GRIFFIN. Nothing like the expense that it has taken to conduct this work in Washington. And further than that, there was a gift fund in existence that provided for just that emergency, and the Elks were ready at all times to appropriate money for the training of men that were put into training and were found not compensable. They had means and ways to look after those cases, so that that is a factor which should be considered.

Mr. PLATT. A certain amount of training is given in the Surgeon General's office, not for the same purpose, but partly—largely for the purpose of interesting the men in helping secure them for training. Has that training any relation whatever to the training given by the Vocational Board?

Mr. GRIFFIN. Our advisors in the hospital tried to get some reaction from what the men have done, as indicating their preference, and some of the men would be interested perhaps in monotype work or typewriting or Barron typewriting, tailoring or something of that sort that they had done—activities that they had engaged in in the Surgeon General's office, and we could get some line upon their preferences in that way.

Mr. PLATT. You did undertake to ascertain, then, what they had done all that time?

Mr. GRIFFIN. Yes, sir.

Mr. PLATT. There was often a long break, of course, between the work they did in the Surgeon General's office and their getting placed?

Mr. GRIFFIN. A very long break; yes, sir.

Mr. PLATT. Wouldn't it have been a great advantage if they could have gone right along, perhaps under the Surgeon General, in the same line of work?

Mr. GRIFFIN. It was a splendid period during the time that we were able to say to those boys when they walked in there, perhaps on crutches with a leg gone, and having a certificate of discharge showing that they had lost it in the service, to ask them if they would like to go

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into training the next day, and they would say, "Yes; we want to go into training right away," and get them off that day. That was a splendid way to do it, and it was very satisfactory to the men, and it was less expensive to the Government, and the whole thing was working along very nicely along that basis. There were perhaps tactical reasons for the board not continuing that. I think their appropriation was limited, budgeted. There was some mistake in arranging the budget, because we had abundance of money for some things and nothing for other things.

Mr. PLATT. Of course, there were a good many cases like men who had lost legs or arms who were obviously training cases?

Mr. GRIFFIN. Those were the only cases that we were permitted to pass on at that time. We were limited to them.

Mr. PLATT. You did not pass on doubtful cases then?

Mr. GRIFFIN. No, sir; not on doubtful cases.

Mr. PLATT. It seems that there never should be any reason why the district office should not pass on the obvious cases.

Mr. GRIFFIN. I think perhaps that may in vogue now. I don't know how that is. They have a Washington case board that travels, as I understand it. But that is not of my own knowledge.

Mr. ROBSION. If I recall your testimony correctly, you entered the service of the board and took charge of the New York office some time in September, 1918?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And when was it that you resigned?

Mr. GRIFFIN. I resigned in October, 1919. But I was through at the New York office July 22.

Mr. ROBSION. I have not been able to be present all the time during your examination, but have you stated or put into the record any notice that you gave the board of your resignation?

Mr. GRIFFIN. I have not; no, sir.

Mr. PLATT. I thought that was brought up this morning.

Mr. ROESION. He says it has not been put into the record.

Mr. PLATT. Judge Brand asked those questions this morning.

Mr. ROBSION. Did you write any letter at that time?

Mr. GRIFFIN. I wrote them a letter.

Mr. ROBSION. Have you a copy of that letter?

Mr. GRIFFIN. I do not know that I have that here. I will look. [After a pause.] No, sir; I haven't it here.

Mr. ROBSION. In Mr. Littledale's testimony before this committee on the 13th day of March, 1920, on page 23, he undertakes to set out perhaps all, at least a part of your letter of resignation to the board. Will you examine that and state whether or not that statement therein is what was contained in your letter of resignation? [Handing a copy of the testimony to the witness.]

Mr. GRIFFIN. Yes, sir; that was contained in my letter.

Mr. ROBSION. I wish you would read that to the committee.

Mr. GRIFFIN (reading): "I herewith resign my position with the Federal Board for Vocational Education, effective at the close of business to-day." That was dated October 10, 1919. "In so doing I desire to state that the attitude of the board is so antagonistic to the interests of the disabled war veterans, the interpretation of the rehabilitation law so at variance with the avowed intent of Congress

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and contrary to the expressed sentiments of the public that I can not conscientiously continue in the service."

Mr. ROBSION. Do you know whether or not the board received that letter?

Mr. GRIFFIN. Yes, sir; they received it.

Mr. ROBSION. Now, you say in your letter of resignation that "the board is so antagonistic to the interests of the disabled war veterans." Upon what did you base that statement to the board?

Mr. GRIFFIN. Well, upon the method of handling the cases, the progress of the cases into training. The men were obviously anxious for training, and the procedure of the board by which a man got into it was made so difficult that I considered it as antagonism; their feeling that the major disabilities only should be considered, or should first be considered, and the others set to one side to see if they could get by on an appropriation of $14,000,000. There were restrictive measures of various sorts put into effect, owing to the limited amount of their appropriation, and those were certainly antagonistic to the interests of the soldiers.

Mr. ROBSION. And these rules of procedure and various bulletins sent out on the construction of the law, do you feel that they were rules or orders rather of exclusion than of inclusion?

Mr. GRIFFIN. Yes, sir; decidedly so.

Mr. ROBSION. And you feel that they gave too restrictive an interpretation to this law that had been passed by Congress?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And you felt that they had violated or were at variance with the avowed intent of Congress and contrary to the interested sentiment of the American people?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And under those circumstances you did not feel that you could conscientiously continue in this work?

Mr. GRIFFIN. Exactly.

Mr. ROBSION. Now, there has been a great deal of criticism about the slow progress that was made in putting men into training at the New York office, and an effort has been made all along to fasten that responsibility upon you, but if I understand it you place the responsibility upon the central board here in Washington?

Mr. GRIFFIN. Yes, sir; I did my utmost to hasten the cases in training, and when I was given authority to put them into training they went in immediately.

Mr. ROBSION. And your claim is that this delay was caused by the red tape and the endless orders and changes of orders and procedures of the central board in Washington?

Mr. GRIFFIN. Yes, sir; and their determination—or at least, as they felt it, perhaps, their inability to train the number of men that applied for training wthn the amount of money that was approprated.

Mr. ROBSION. And a great deal of complaint is made about delay in giving the men examinations there in New York and giving them places?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And you charge that that was due to the failure of the central board here in Washington to give you an adequate force?

Mr. GRIFFIN. Yes, sir.

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Mr. ROBSION. Now, there has been considerable complaint before the committee that men were not properly placed. For instance, a man suited for one calling was put in another, and a man who desired one calling was put into another. Where would that responsibility rest if there is such a condition?

Mr. GRIFFIN. That would rest very largely with the personnel of the placement department. I think the placement department was the last of the various divisions of the Washington office to get procedure out, to give us a definite idea of its policy.

Mr. ROBSION. And if there was a failure there, does that rest with the Washington office?

Mr. GRIFFIN. Yes; at least partly. It may be that the personnel of the New York office was not up to the standard that we would like to have had, but then again the personnel of the placement department particularly was controlled by Washington, Mr. Brunson.

Mr. ROBSION. And the charge was made, in a way—and I think there were several witnesses—that perhaps you did not show a proper personal interest in the disabled soldiers that presented themselves at the New York office.

Mr. GRIFFIN. Mr. Robsion, I have several letters that I have brought down here, out of a large number that I have received. I have read some testimony in the New York Evening Post that reflected upon my attitude toward the soldiers, and I would like to have them, or some of them, put into the record.

Mr. ROBSION. We will come to that, but before you do that——

Mr. GRIFFIN (interposing). To explain my attitude.

Mr. ROBSION. What was the attitude of the central office, the central board here, toward you, as to whether you were giving too much personal attention or not enough?

Mr. GRIFFIN. Well, it resulted in my removal or transfer from the New York office to Washington, because they felt that I was giving too much of my time to the soldiers and too little time to the administration of the office.

Mr. ROBSION. Upon what do you base that claim, that statement, that they changed you because they thought you were giving too much personal attention to the soldiers in the New York office?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. I say, upon what do you base it?

Mr. GRIFFIN. Conversation I had with Dr. H. L. Smith in his office here in Washington. He asked me to come in, and made the suggestion that I be transferred from New York to Washington, and I asked him his reasons, and those were the reasons he gave me.

Mr. ROBSION. And Mr. Smith, what position did he hold?

Mr. GRIFFIN. He was chief of the division of rehabilitation.

Mr. ROBSION. And he was superior to you?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. In authority?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And what response did you make to that?

Mr. GRIFFIN. I told him that I felt that the only way I could realize the full measure of the responsibility of my position was to get in contact with the soldier.

Mr. ROBSION. You were putting heart in your part?

Mr. GRIFFIN. I had to; yes, sir.

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Mr. ROBSION. How much time were you putting in?

Mr. GRIFFIN. I put in all of my time from 8 o'clock in the morning very frequently till midnight. I sent my family to a country place we had in Massachusetts, at my old home, in order that I might devote my entire attention, uninterrupted and undistracted, to the interests of the disabled soldiers.

Mr. ROBSION. Now, in view of the charges that have been made that you lacked personal interest and sympathy in your work in the New York office toward the crippled soldier, if you have any evidence here in the way of letters from the soldiers, as one member of the committee, I should like to have them go into the record.

Mr. GRIFFIN. I should like to have that privilege, because these charges have been made against me and against the office, and I have letters here from the boys themselves, quite a number of them.

The CHAIRMAN. Mr. Griffin, if there is no objection from the committee we will permit you to make a selection of letters. We do not want the record encumbered with them, but half a dozen letters.

Mr. GRIFFIN. I should like to do that. I should like to take a few of those letters and put them in the record.

The CHAIRMAN. If there is no objection, we will allow half a dozen letters that perhaps would represent the general attitude, to be submitted by the witness and inserted in the record.

Mr. ROBSION. And you might state about how many there are that are of a general tenor.

Mr. GRIFFIN. I had in excess of 300 letters at the time I was disconnected—dissociated with the New York office, and the general tenor of those letters is commending the general conduct of the office under me.

Mr. ROBSION. And an appreciation of your work?

Mr. GRIFFIN. An appreciation of my work.

Mr. ROBSION. An appreciation of your efforts in behalf of the soldiers?

Mr. GRIFFIN. Yes, sir. I want to say I did not solicit these letters.

The CHAIRMAN. Mr. Griffin, you may make your selection and give them to the stenographer later on, and they will be placed in the record.

(The letters referred to follow:)

SCHOHARIE STATE SCHOOL OF AGRICULTURE,
Cobbleskill, N. Y.

Mr. ARTHUR W. GRIFFIN,
21 East Thirty-eighth Street, New York City.

DEAR MR. GRIFFIN: It is my understanding that you have discontinued your relations with the Federal Vocational Board. The students of the board in attendance at the school have mentioned this fact with keen regret. I would like to add a personal word of appreciation of the service which you have rendered to these men and to others similarly situated and to express my regret that the relationship no longer continues.

With best wishes, I am
Sincerely, yours,

H. B. KNAPP.

HOTEL AUGUSTAN,
Cobleskill, N. Y., August 4, 1919.

Mr. ARTHUR W. GRIFFIN.

DEAR SIR: I have just been informed that you have withdrawn from the Federal board. So I take this means and liberty to inform you that I'm more than sorry to see you go. I can assure you that not only myself but all the

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other boys who have been in service feel that they have lost their dearest friend. It would be folly for us to begin to thank you for the kindness you have shown to us. But I can assure you I appreciate it.

I my opinion no one can ever fill your position as you have done. Nor will anyone who follows after you hold the respect and confidence which the boys hold for you. Well, all I can say and its from the bottom of my heart is that I hope you have every success in your future undertaking. So I will close by wishing you nothing but success and my best regards. I beg to remain,

Yours, very sincerely,

ANDREW B. GADDIS.
Augustan Hotel, Cobbleskill, N. Y.

SHORTSVILLE, N. Y., *August 10, 1919.*

DEAR MR. GRIFFIN: I am very sorry to hear of your resignation from the Federal Board, and I know all the men who came in personal contact with you will feel the same as I. Personally I want to thank you for the favors shown me while you were vocational officer. Your hearty welcome and personality will be missed by all. You sure did put energy and devotion in your work. Little things such as putting on your hat and going out with a man and help him get what he needed, when it would have been so easy to pass the buck, and let things go through the regular channel which meant a week's wait on the part of the man.

I have just received word that your recommendation for another year's schooling has been approved so I shall be in New York in September.

You are located at the Carry On Club where I hope to be this winter so I shall see you personally. I hope you are in good health and have been able to get a few weeks of well-deserved vacation.

Very truly, yours,

ARTHUR W. SPRAGUE.

NEWARK TECHNICAL SCHOOL,
Newark, N. J., July 30, 1919.

ARTHUR W. GRIFFIN, ESQ.,
Federal Board for Vocational Education,
469 Fifth Avenue, New York City.

DEAR FRIEND: We have received your gracious announcement with mingled feelings of gratitude and regret. Both are from the depths of the heart. We wish you every success and joy in life, with all the sincerity in which we know you have worked for our rehabilitation and relief. Realizing the wealth of true gentility with which you have organized your staff, we know that even that rare and sympathetic force of men and women would have been relatively impotent without positive and tireless leadership working constantly for our welfare. Therefore, we know that the deep and searching kindness, the sane and practical counsel, the prompt and generous help that has made us all the moral debtors of the Federal Board, are spiritual accounts with yourself, more that with any other one man.

We beg you to know, sir, that you have the permanent right to command, because you have far more than earned the lasting friendship of the undersigned.

Daniel R. Hodgdon, director Newark Technical School; J. C. Peet, instructor in electricity; Ralph Wylie, instructor in English; Henry H. Hoffmann, instructor machine laboratory; Edward J. Duff, instructor mechanical drawing; C. L. France, David Lasser, Theodore A. Bell, George T. Zanfimi, Emil C. Manott, Louis Y. Melnar, Fury Scuro, Tony Bottets, John Zetts, Joseph Coppala, Frank Panzino, Alex. Costantino, John Buckley, James Cross, Samuel Cohen, Frank Kowalczyk, John Antoskevicz, Ralph F. Destinn, Charles Freda, Bernard McCann, Louis Kassloe, William G. Denmark, Sebastian S. Fagii, Frank McKenny, Warner Holm, Iva Watson, S. Zaslav, W. L. Osberg, Basil Labaney, Julien Putarki, Henry M. Schneider, Stefan Blazzeak, Patrick A. Kennedy, John Larsen, Christian Boehm, John A. Ross, Charles Borland, Nick Giocrazzo, Ph. H. Eichler, Anthony F. Wirniwski, Eugene Ely, Joseph O. Barlow, Thomas P. Sheridan, Joseph Rudzinski, Julius Treadwell, John Rendall, Thomas F. Clark, George A. Sturgess, Leo A. Boyle.

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SCHOOL OF MECHANICAL DENTISTRY,

WEST SIDE YOUNG MEN'S CHRISTIAN ASSOCIATION.

New York, August 6, 1991.

DEAR MR. GRIFFIN: It is with deep regret I learn of your severance from the Federal Board for Vocational Education as its district vocational officer.

As a disabled ex-service man under technical training through the Federal board, I well recall the natural anxiety respecting my future usefulness in commercial life at the time of my release from active service in the Army. The dominant aspect of my relations with the board was the contact with yourself and the intelligent sympathy you so generously and patiently gave. You at once appreciated the viewpoint of the other fellow and sincerely conseled him with no objective other than his best interest. At all times you held yourself cheerfully ready to greet him in that man-to-man attitude which is recognized the world over.

I do not know what your plans may be or where they may take you; but I hope the future may bring that satisfying measure of success which you so fully deserve.

Sincerely, yours,

FRANKLIN T. WALLS,
220 West 114th Street, New York.

MR. ARTHUR W. GRIFFIN,
21 East Thirty-eighth Street, New York City, N. Y.

THE NEW YORK ELECTRICAL SCHOOL.

MR. ARTHUR W. GRIFFIN,
District Vocational Officer,
Federal Board for Vocational Education,
New York City,

DEAR SIR: We, the soldiers and sailors in training at the New York Electrical School, take this opportunity to express our regret at your retirement from the office of district vocational officer, and also to express our gratitude for the courtesies and efforts extended in our behalf.

You have rendered most efficient service for a worthy cause.

Our memories of our dealings with you will always be fond ones.

We wish you success in your future undertakings.

Ralph H. Hicker, Elmer J. Murray, Thomas H. O'Connor, Frank G. Zensen, Eugene Ward, Andrew Pyros, John T. Conway, Joseph J. Conway, William L. Price. Arthur Klein, Norman J. Carey, Peter McD. Batchelor, Irving I. Jacobs, John G. Zoerges, Charles W. Johnson, Michael Mele, Domenico Percrillo, James Gallagher, Joseph F. Caffrey, S. J. Stevenson, L. J. O'Terglock, Fred F. White, Julius Chalafsky, Dominic J. Dundas, John Lyons, J. A. Castor, Vasily Eriov, Charles H. Wisely, Alex Black, Thomas Marron, John Mannigan, Gilbert S. Stange, Peter Storozynsky, William M. Carroll, Alfred Springer, Paul Trabuchi, Edward C. Landwehr.

Mr. ROBSION. You spoke about the central office here in Washington having hindered your work because of their delay in taking care of the bills, accounts, etc.

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. Did you speak about the renting of quarters in New York in your testimony so far?

Mr. GRIFFIN. No, sir; that did not come up this morning.

Mr. ROBSION. I wish you would tell the committee what you know on that subject. I see in the charges that that is one of the charges that is made.

Mr. GRIFFIN. After we had outgrown the available quarters at 280 Broadway, we applied to the F. W. Woolworth Co. for a floor,

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the tenth floor, at 469 Fifth Avenue, the corner of Fortieth Street, and were given to understand by Mr. Hogan, the agent of the Woolworth Co., that we might have the tenth floor. He was also the agent for the Munsey Building, at 280 Broadway, and had rented us the quarters there.

Mr. ROBSION. And you were occupying the Munsey property at the time you made this arrangement with the Woolworth people?

Mr. GRIFFIN. Yes, sir. That was March, 1919. Relying upon Mr. Hogan's statement that we might have the property on the 1st of April, 1919, we prepared to move. In the meantime, between the 5th and 8th of March, in trying to conclude the arrangements for lease with Mr. Hogan, we discovered that he did not care to have us as tenants, on account of the delinquency that we were charged with in not meeting our obligations.

Mr. ROBSION. What was that delinquency, other than you have told about? Had you paid the rent in the other building?

Mr. GRIFFIN. We had not paid all the rent at the other building. The first month had been paid, but several months were in arrears.

Mr. ROBSION. What did that amount to? You are now speaking of the property at 280 Broadway?

Mr. GRIFFIN. It amounted, as I recall it, to about $800 at that time. We had very little time in which to get under cover, because as soon as we gave the Munsey Building notice that we were going to give up our offices at 280 Broadway they promptly rented them to somebody else, and the refusal of the Woolworth Co. to take us into the Woolworth Building put us out on the sidewalk. We had no place to do business on the 1st of April.

I understood that the Air Nitrate Corporation, which is connected with the Ordnance Department, was giving up three or four floors in this same property, 469 Fifth Avenue, and I entered into negotiations with Mr. O'Donnell to take one of their floors. They had disposed of all of the floors with the exception of the seventh which they intended to occupy for the month of April, and then they intended to give it up and go elsewhere, but in renting the eighth and ninth floors, the tenants that they expected could not move in until the 1st of May, and Mr. O'Donnell told me that he would give us the privilege of moving in on the eighth or ninth floor and occupying what space they could get there while the mechanics were making repairs until he could make room for us on the seventh floor, and we lived in that chaotic state through the month of March of last year.

Meanwhile, after I had perfected this arrangement with Mr. O'Donnell, of the Air Nitrate Corporation, I had assigned Dr. Butler to see Mr. Munroe when he went through New York, to see if we could get the sanction and the O. K. in writing of Mr. Munroe as chairman of the board, to hand over to Mr. O'Donnell a guaranty that that arrangement was indorsed by the Federal board. Dr. Butler reported to me that he saw Mr. Munroe——

Mr. ROBSION (interposing). Who was Mr. Munroe at that time?

Mr. GRIFFIN. He was vice chairman of the board. Dr. Butler was my assistant. He reported to me that he saw Mr. Munroe and that Mr. Munroe stated that he could not stop off at 469 Fifth Avenue and conclude that arrangement because he was on his way to his

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home in Boston. The Air Nitrates Corporation seemed to lose confidence then that we were established when they discovered that situation, and notified us that we should not move into those quarters. But I had already had some of the furniture on the way up there and I finally induced Mr. O'Donnell to let us go in.

Mr. ROBSION. Now that trouble you say, came about because of the failure of the board to meet its bills and meet its obligations?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And the failure of Mr. Munroe to meet you there and perfect the arrangement?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. Now did that delay your work?

Mr. GRIFFIN. Yes, sir; it was confusing, tremendously so during the month of March, getting settled.

Mr. ROBSION. You stated that you had but one examining physician or surgeon there for some time?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. How long did that condition exist?

Mr. GRIFFIN. From October until February.

Mr. ROBSION. And you only had him half the time?

Mr. GRIFFIN. Half the time; yes, sir.

Mr. ROBINSON. Now, who was responsible for that condition, Mr. Griffin?

Mr. GRIFFIN. The central office. It was no fault of ours. We asked for additional help.

Mr. ROBSION. Did you ask for additional surgeons or physicians there to examine the soldiers?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And they declined to give them to you?

Mr. GRIFFIN. They did not give them to us.

Mr. ROBSION. And about how many men were you having daily for attention during that time?

Mr. GRIFFIN. Well, in February the load ran up to 112, an average of 112 men per day that were calling at our New York office.

Mr. ROBSION. How many could a physician examine, as a usual thing, in a day or in half a day?

Mr. GRIFFIN. I think he was running at that time about 50 or 60. He was working on the per man basis—$2 each, I think.

Mr. ROBSION. $2 a man?

Mr. GRIFFIN. And he naturally worked very rapidly.

Mr. ROBSION. So that he could usually make about $60 for his half day's work?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. Now, didn't you have the authority and the power there to secure other medical advice and service to help take care of the soldiers?

Mr. GRIFFIN. No, sir.

Mr. ROBSION. And there was only one result that could come from that, and that was delay, was it not?

Mr. GRIFFIN. Delay; yes, sir.

Mr. ROBSION. And the soldiers would have to come there and remain there and return there frequently in order to receive the examination?

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Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. You said something about 260 cases—about 260 cases of soldiers that you mentioned specially. Why did you mention those 260 out of all the cases you had there?

Mr. GRIFFIN. Because we were able to put them into training immediately—to complete their cases.

Mr. ROBSION. In other words, you put those 260 into training without going through the case system?

Mr. GRIFFIN. Yes, sir—well, they went through our case board.

Mr. ROBSION. They did not go through the Washington office?

Mr. GRIFFIN. It was done in a day. Everything was completed in a day.

Mr. ROBSION. And you say out of that 260 that you put into training without the authority from the Washington office, and without going through the red tape of the Washington office, that only one of them was finally disapproved by the Washington office?

Mr. GRIFFIN. Yes, sir; only one.

Mr. ROBSION. Now, your thought on that subject is that that ought to be done in all of the districts throughout the United States?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And if that had been done with an adequate force there, every soldier that had desired vocational training would have had his case passed upon long ago, and he would have been in the training?

Mr. GRIFFIN. Exactly.

Mr. ROBSION. Now, you seem to feel that the board constantly stressed the fact that they only had $14,000,000 to devote to this training?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. Did you at any time get the impression from watching the progress of this legislation in Congress that the Vocational Board would be limited to $14,000,000?

Mr. GRIFFIN. Never; no, sir. I felt that the vote on these appropriations, as I recall it, was unanimous. They got what they asked for, was it not, Mr. Donovan?

Mr. DONOVAN. That is not my understanding. I would not be sure, though.

The CHAIRMAN. Yes.

Mr. DONOVAN. Oh, the final vote, after it came back.

Mr. ROBSION. But it was your understanding, and you felt, and didn't you also understand the feeling of the Nation, that all the necessary sums of money would be available to take care of these disabled soldiers?

Mr. GRIFFIN. Yes, sir; we had that confidence in Congress to know that they would deny nothing to the disabled soldier.

Mr. ROBSION. Do you know if any substantial basis that the board would have upon which to rest the claim that no more than $14,000,000 would be available?

Mr. GRIFFIN. No substantial claim; no, sir.

Mr. ROBSION. And your contention is that all of the major troubles of the New York office and the failures, whatever they were, were due to the central office here in Washington?

Mr. GRIFFIN. Well, I don't know that I would take credit to myself for saying that we were absolutely without fault.

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Mr. ROBSION. I mean these long delays.

Mr. GRIFFIN. The long delay was undoubtedly due to the policy established by the Washington office.

Mr. ROBSION. And these restrictive measures in excluding a great many men from the benefits of the act, that was not due to any action of the New York office was it?

Mr. GRIFFIN. No, sir.

Mr. ROBSION. You were perfectly willing to carry out the plan and the procedure laid down by the Washington office?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. And if the law had been a failure—I mean if there had been any failure, and if the soldiers of the country have not received the benefits of this act that they should have received, you charge that failure and that blame to the Washington office?

Mr. GRIFFIN. To the administration of the law; yes, sir; and not to the law at all.

Mr. ROBSION. To the administration of the law and not to the law itself?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. In other words, you say that Congress did its duty, but the board has not done its duty?

Mr. GRIFFIN. I feel that way.

Mr. ROBSION. Is there any other material matter which you know, about which you have not told the committee?

Mr. GRIFFIN. There was one question asked me this morning in regard to whether I had any direct evidence that the board was not anxious to make common cause of cooperation with existing institutions that were willing to cooperate with the Federal board, and I want to read a statement from the record of a meeting held in St. Louis February 20, 1919, by Dr. Prosser. I will read the whole statement.

Mr. DALLINGER. What are you reading from?

Mr. GRIFFIN. The minutes of the meeting at St. Louis of the District Vocational officer and the office of the Federal board.

Mr. TOWNER. You are reading the statement that Dr. Prosser made before that meeting?

Mr. DALLINGER. I was trying to find out what the meeting was and where it was held.

Mr. GRIFFIN (reading):

> You know without my describing it what the situation is with regard to the War Risk Insurance Bureau. That bureau will be investigated and we will be the proponents of that investigation. I want to make this statement. When we began to enlarge on our force we did not have any money to pay the salaries of the men. Every dollar we had under our budget was pledged. We asked relief from Congress on the 1st of December. The bill lay in the House until the 20th of January. In the meantinme we had to go ahead; we had to get the field forces established. We sought to get money from organizations. We went through a peculiar experience with the Red Cross. I have nothing but words of praise for the Red Cross as a whole, but they are doing things in a mysterious way. The war section of the Red Cross tried to force us to use the Red Cross Institutes to be established all over the country. I was determined not to do that.

Mr. ROBSION. Now, Mr. Griffin, you seem to have had splendid success with these 260 men that you passed on right off the reel and put them into training: why didn't you continue that and clean up that New York situation?

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Mr. GRIFFIN. They stopped me.

Mr. ROBSION. And not had the boys waiting there 6 or 8 or 10 months.

Mr. GRIFFIN. They stopped me on the 1st of February, 1919.

Mr. ROBSION. What do you mean when you say they stopped you?

Mr. GRIFFIN. I mean the central office.

Mr. ROBSION. How did they do that?

Mr. GRIFFITH. They wired me not to put any more men in training without passing the cases through Washington.

Mr. ROBSION. With what care was this budget made up that you and the other gentlemen submitted to the board?

Mr. GRIFFIN. I really don't know, other than we had an abundance of money for things that we did not need it for, and not enough for the things that were urgent.

Mr. ROBSION. Now, what branch of the work did you have too much money for?

Mr. GRIFFIN. For clerical help, for offices. I think those two things.

Mr. ROBSION. Well, you didn't pay your rent?

Mr. GRIFFIN. No, sir.

Mr. ROBSION. You had too much money. What were you doing with it?

Mr. GRIFFIN. I don't know.

Mr. ROBSION. And for what branch of the service did you fail to have sufficient money?

Mr. GRIFFIN. For what I would call the technical assistants that we required in the offices, vocational advisers.

Mr. ROBSION. Medical men?

Mr. GRIFFIN. Medical men and men for the training section.

Mr. ROBSION. That was an important branch, was it not?

Mr. GRIFFIN. Very important.

Mr. ROBSION. Now, who made this division; if there was any fault there or failure, where does the failure lie there?

Mr. GRIFFIN. I presume with the people that made up the budget.

Mr. ROBSION. Well, was that your New York office?

Mr. GRIFFIN. No, sir; we had nothing to do with it.

Mr. ROBSION. Who did do it?

Mr. GRIFFIN. The central office, I believe, the Federal Board for Vocational Education.

Mr. ROBSION. They gave you instructions, didn't they, that you could spend so much money for clerical services, and so much for this technical service? Is that true?

Mr. GRIFFIN. Well, the situation came up like this: When I asked for the men that we required in order to cover our different discharge points, they told me that I could not have them; that they did not have the money to pay the salaries, and that appears in the statement of Dr. Prosser.

Mr. ROBSION. Did you use too many clerks up there in New York?

Mr. GRIFFIN. No, sir; we had no more than we required.

Mr. ROBSION. But you could get all the clerks you wanted?

Mr. GRIFFIN. Yes, sir; I would not say we could get all we wanted.

Mr. ROBSION. But you did get all you requested?

Mr. GRIFFIN. Yes, sir.

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Mr. ROBSION. Now, my other question: Who made up this $50,000,000 budget and with what care was it prepared?

Mr. GRIFFIN. We prepared it in the New York office after examining the situation in regard to tuition, the average traveling expenses that were incurred by the soldiers in getting in contact with the board, their allowances by the board, medical attention that they were authorized to provide for them while they were in training, and so on, and we came to the conclusion that it would cost the Government in the neighborhood of $1,500 per man per annum. We expected to have in New York for the fiscal year ending July, 1919, in the neighborhood of 3,000 men in training, and upon that basis we made an estimate of the requirements of the New York office, which ran between four and a half and five million dollars for the New York district alone.

Mr. ROBSION. And you multiplied that by the number of districts?

Mr. GRIFFIN. Yes, sir. We had about one-fifth.

Mr. ROBSION. Did you give that personal aid to the board here in Washington or mail it to them?

Mr. GRIFFIN. No, sir; we discussed it with Dr. Prosser at the Players' Club.

Mr. ROBSION. When was that?

Mr. GRIFFIN. That was December, 1918.

Mr. ROBSION. Well, did Dr. Prosser, the chairman of this board, agree with you or differ from you?

Mr. GRIFFIN. No, sir; he said I was crazy.

Mr. ROBSION. He said you were crazy? Well, what was his idea about it?

Mr. GRIFFIN. He thought that he had asked for an abundance of money. I think, as I recall it, it was $6,000,000, and he thought he had an abundance of money to do the work.

Mr. ROBSION. So when you were talking to Dr. Prosser and showed him there where it would require that money he told you you were crazy and that he had an abundance of money?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. But when he began to administer this law and send out these bulletins and orders then the claim was that they didn't have any money?

Mr. GRIFFIN. Yes, sir.

Mr. ROBSION. If they didn't have the money, who was responsible?

Mr. GRIFFIN. Well, it looked to me that the Federal board was responsible.

Mr. ROBSION. That is all I have.

Mr. DALLINGER. Mr. Chairman, I wanted to ask one or two questions.

Mr. Griffin, if Dr. Prosser had come before the Appropriations Committee of Congress and shown the reasons why he desired a larger sum than $6,000,000, even $25,000,000 or $50,000,000, and exactly how he wanted to spend it, and how the money was going, and how many men he wanted to employ, you haven't any doubt but what he would have obtained the money?

Mr. GRIFFIN. I haven't the slightest doubt of it.

Mr. DALLINGER. Now, there are two other matters that I want to speak about that I forgot this morning.

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There has been testimony here from the soldiers relative to the botanic gardens there in New York City, which it was stated was used as a dumping ground, where men were sent by the New York office and kept there, getting no satisfaction and no instruction—that is, men who were totally unfitted for the work, who could not speak the English language, were in there with other men who could speak English and who really wanted to go ahead. It was also testified to that the men in charge there would have been glad to have gone ahead with the class of 20 or 25 boys who did have some adaptability for that particular line, but that it was impossible on account of all these other boys that were sent there, who were totally unfitted and could not speak the language, etc. Now, that is a matter directly under the New York office, and I wanted to ask you what you know about it?

Mr. GRIFFIN. I do not recall the name of the gentleman who brought the facilities of the botanic gardens to my attention at first, but I recall very distinctly that he impressed me as a man that was tremendously interested in the welfare of the disabled men, and that he had a concrete plan for taking care of a limited number, I should say 30 to 50 men, and doing a splendid job of training there. The time that the botanic garden was turned over as a receiving station or dumping ground was subsequent to my connection with the New York office.

Mr. DALLINGER. Had you sent any men there?

Mr. GRIFFIN. Yes, sir.

Mr. DALLINGER. And the men you sent there were fitted for the training?

Mr. GRIFFIN. They were fitted for the training and were satisfied on the whole with what they were getting. I had several conferences with this gentleman, but I can not recall his name now. He was giving a great deal of attention to their needs.

Mr. DALLINGER. And while you were in charge of the New York office you never received any complaint from any of the soldiers as to their dissatisfaction with the training they were getting?

Mr. GRIFFIN. No; I received no complaints from the men there.

Mr. DALLINGER. Now, I want to ask you about that school over in Newark, the technical school. There was some testimony before our committee relative to the fact that the boys did not get any instruction; that they were sent over there and wandered around and there was nobody to give them any instruction in the trade of machinist and matters of that kind?

Mr. GRIFFIN. I think that was due to haste on the part of the Federal board in using that as an institution for training. We had a great many men who were offered a splendid course in Brooklyn—several splendid courses for the training of the men. The Federal board was very desirous of setting up a similar institution at the Miller Technical School. They made arrangements directly with the technical school to provide such equipment as they required. There was tremendous delay in getting that equipment on the job. One case that I recall before I left the New York office, they sent a drill press or a lathe, a mammoth affair, so large that they could not get it into the building and it had to be returned to Washington. I think it took the whole of one flat car, and it was

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sent up there and unloaded and taken over to the building, and then they couldn't get it into the building. The delay in getting the Miller Technical School fitted out was due entirely to the board, as I understand it, in getting the equipment there.

Mr. DALLINGER. While you were there in charge of the New York office, did you send boys to the Newark Technical School before the proper equipment was installed and before there were instructors there competent to instruct them?

Mr. GRIFFIN. I think that they had instructors there. They had courses in electrical engineering, of course, elementary, and equipment to teach them that. They had some equipment for automobile mechanics set up at that time.

There were two or three other elementary courses of that nature that were properly prepared from the standpoint of equipment.

The machine shop was very defective in equipment, and my recollection is that we sent nobody there to take training in machine-shop practice.

Mr. DALLINGER. While you were there, you did not send any of those boys over there to learn the trade of machinist at the Miller Technical School?

Mr. GRIFFIN. No, sir; they took drafting, electrical engineering, and automobile mechanics.

Mr. DALLINGER. There was one boy here who testified at length in regard to going over there for a course in drafting to become an automobile machinist, and he testified that there was no instructor there in the afternoon, no one to supervise their drawings or give them any assistance or help. Now, did you ever go over to that school while you were in charge of the New York office to see for yourself what character of instruction they were giving?

Mr. GRIFFIN. No, sir.

Mr. DALLINGER. Did you ever go to the botanic gardens to see what the nature of the instruction was there?

Mr. GRIFFIN. No, sir.

Mr. DALLINGER. But I understand you to say that while you were there you never received any complaints from either school?

Mr. GRIFFIN. No, sir.

The CHAIRMAN. Mr. Griffin, I want to ask you a few questions, not to develop an elaborate answer, but being unable to be in here in your examination in chief, I would like to have you answer just a few questions that I will now propound.

There was a complaint that the New York office had induced men to go from distant points to the New York office. Is there anything in that?

Mr. GRIFFIN. I can not conceive of anything of that sort, Dr. Fess, having happened, because certainly there was not that idea promulgated by anybody connected with the office—certainly not with my knowledge.

The CHAIRMAN. Another complaint that was dwelt upon by two or three material witnesses and parties who are not soldiers and who appeared in the interest of the soldiers, that sick leaves were not granted, or if granted were grudgingly granted, especially the extension of sick leaves from the New York office.

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Mr. GRIFFIN. We had very little of that during my connection with the New York office; that is, the granting of sick leaves did not come up. It was my understanding that if a man was unable to carry on the work while he was in training, he would be taken care of by the board by medical assistance and brought back to a state of health where he could continue.

The CHAIRMAN. Another line of testimony—I think you have been asked this, however—the placing of persons in training without preparation to do the training that they were placed in. That seems to be a pretty general complaint here. For example, some one in the fifth or sixth grade when he left school was placed in a position of more or less achievement, requiring a good deal of preparation in order to enter upon such work.

Mr. GRIFFIN. I do not happen to know of any case of that sort, although I haven't any doubt that there were cases that developed.

The CHAIRMAN. It has been stated that at least 10 per cent of those who have entered training have abandoned it. Do you know about that?

Mr. GRIFFIN. No, sir; except from the reports of July. I know in July last there were quite a number of men who had abandoned training. I don't know what percentage.

The CHAIRMAN. In the cases of abandonment that you know about, in your judgment was that due to failure on the part of Congress or to the administration of the law?

Mr. GRIFFIN. To the failure of the administration of the law, and in my judgment the board never provided an adequate follow-up system for these men.

The CHAIRMAN. That was the next question I was going to ask, whether the follow-up system has been, in your judgment, pursued to the extent of making the administration or practical effect of the law what it should have been?

Mr. GRIFFIN. No, sir; it was very very defective. And Mr. Wadsworth and I tried very hard to get an adequate staff in our office for that feature of the work. I think that after a man is in training it is the most important thing that he is followed up and encouraged. These men have been out of school for, some of them, several years, and it is like putting them into a strange environment where they need a great deal of encouragement. Some of them are not entirely well, and unless they receive that encouragement and sympathetic attention—not mushy attention, but fair and interest shown in what they are doing—they are very likely to get discouraged and throw the thing up.

The CHAIRMAN. Another statement that has been made before the committee is that at least 30 per cent of those who have been approved for training have abandoned taking up the training. Do you know anything about that percentage?

Mr. GRIFFIN. I could not say definitely as to the percentage. The delay in reaching the case, getting the man through the process of determining whether he is going to have training or not, is very discouraging to the candidate. He gets placed somewhere else, something else comes into his life, and it is sidetracked.

The CHAIRMAN. In reference to having more funds for one particular division than was necessary, and not enough for another, do you recall at what time of the year this was, or what year?

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Mr. GRIFFIN. It was early in 1919.

The CHAIRMAN. Early in 1919?

Mr. GRIFFIN. Yes, sir; it was early in 1919 that we began to feel the effects of that.

The CHAIRMAN. Now, that can be axplained. That is what I wanted to bring out. Under the first appropriation the money was segregated.

Mr. GRIFFIN. Yes; I recall that.

I recall at that time that it was the intention of the board and possibly the members of this committee that institutions would be set up for training these men separately, and that quite a large appropriation was set aside for buildings and for instructors, and that appropriation, of course, was never touched; that particular part of the budget.

Mr. TOWNER. A large amount was set aside for tuition in colleges, more than was needed for the purpose.

Mr. GRIFFIN. Yes, sir.

Mr. PLATT. I just want to ask Mr. Griffin if he recalls assigning any boys to the Eastman Business School in Poughkeepsie?

Mr. GRIFFIN. Yes, sir; I recall a very fine boy that we sent there. He is now in the New York University.

Mr. PLATT. Do you recall what success they had?

Mr. GRIFFIN. Splendid. He got along very well, and they treated him splendidly. He was an unusual boy.

The CHAIRMAN. We are very much obliged to you, Mr. Griffin.

We will call Mr. Friedman. I hope the committee will remain until this young man is examined. It is 4 o'clock, but this is Saturday afternoon and he is a considerable distance from home.

Mr. Friedman, give your full name to the stenographer and where you live.

STATEMENT OF MR. SAMUEL FRIEDMAN, 434 WEST ONE HUNDRED AND SIXTY-THIRD STREET, NEW YORK CITY.

(The witness was sworn by the chairman.)

Mr. FRIEDMAN. My name is Samuel Friedman, 434 West One hundred and sixty-third Street, New York.

The CHAIRMAN. Mr. Friedman, you have been an applicant for training under the vocational board?

Mr. FRIEDMAN. Yes, sir.

The CHAIRMAN. The committee would be glad to have you tell us your experience in your own way. You can tell your story as you have it.

Mr. FRIEDMAN. Well, sir, I don't exactly think I was denied training the way the paper has said. I couldn't call that denied training, but I didn't get it, so I don't know how I stand. [Laughter.]

Mr. DONOVAN. The jury is still out?

Mr. FRIEDMAN. Yes, sir. I have been laid up for the last eight or nine months; laid up in bed all this time, and it is only for the last two months that I really got after the Federal board to do something for me. I wasn't in circumstances to do anything before.

The CHAIRMAN. You might tell us what service you had.

Mr. FRIEDMAN. I was in the Twenty-sixth Infantry, First Division.

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The CHAIRMAN. Did you go over?

Mr. FRIEDMAN. Yes, sir; I was 23 months across.

The CHAIRMAN. And when did you return?

Mr. FRIEDMAN. I got out of the Army May 22, 1919.

The CHAIRMAN. What was your disability discharge?

Mr. FRIEDMAN. My disability was two things. I have an injured leg and I was gassed the 28th of May, 1918. I was injured in the leg in 1918, on the 17th of July.

The CHAIRMAN. And what do you get from the War Risk Insurance Bureau?

Mr. FRIEDMAN. Nothing, sir. When I got back to the States I absolutely was so anxious to get home and when the doctor was going to send me to another hospital I told him I had a doctor in the family who would look after me and I would like to get out. The doctor advised me to say that I am all right, and I did, and I went out.

The CHAIRMAN. What do you mean by your family? Are you married?

Mr. FRIEDMAN. No, sir; I said I had doctor relations of mine enough to take care of me when I got out. That is what I told the doctor in the Army, because I was very anxious to get home, so he advised me to say I am all right.

The CHAIRMAN. And you received no compensation?

Mr. FRIEDMAN. No, sir; nothing. I haven't done anything, I never looked for anything until I went up to the Federal board and they told me that they can't do anything for me; that I had to make out my compensation.

The CHAIRMAN. I understand you left the hospital under the advice of the doctor and you stated that you were all right?

Mr. FRIEDMAN. Yes, sir.

The CHAIRMAN. Consequently you would not be eligible then for compensation from the War Risk Insurance Bureau?

Mr. FRIEDMAN. Yes, sir; according to my own statements.

The CHAIRMAN. When did you make application to take training under the board?

Mr. FRIEDMAN. About two months ago.

The CHAIRMAN. Where?

Mr. FRIEDMAN. At the Federal board on Fifth Avenue.

The CHAIRMAN. Tell us your experience.

Mr. FRIEDMAN. I was sent there by a party from a college, a university, a young man that I had met—or he, rather, met me and asked me what was wrong with me—he saw me limping along, and I told him the whole story, and he says, "Why don't you go to the Federal board and see what they can do for you." I didn't know anything about the Federal board before, and I went up there that morning with a letter that he gave me to a certain party, Mr. Clark, but when I come up there there was another young man there, and he got hold of this letter and says, "It is not necessary to see Mr. Clark; I will take care of it." I says, "I don't care who it is; anybody will do." And he took the letter and he had me right on the job then, and he put me through as fast as he could, whether it was a personal favor to the gentleman who sent me up there I don't know, and he told me he would put me ahead of five or six fellows. I went ahead

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of them, and then they took me pretty near a whole day before I got out of there. Of course I had to go through the examination.

The CHAIRMAN. What did they give you when you got through? Did they give you any paper?

Mr. FRIEDMAN. Why, I had to go for an X-ray. I was examined in the Federal board and also was examined where I put in for my claim for insurance, and I had two cards, and they sent me over to the clinic at Fifteenth Street and had my X-ray picture taken there, which shows on a card that I have here, which says that I was supposed to have undergone an operation last week, and I had to put that off because I was supposed to be here. So in that way I suppose they had the X-ray then to know just exactly what was wrong with me.

The CHAIRMAN. Your first examination was when?

Mr. FRIEDMAN. I guess about seven weeks ago.

The CHAIRMAN. And what is the latest report?

Mr. FRIEDMAN. I have to undergo an operation.

The CHAIRMAN. You have undergone that, have you?

Mr. FRIEDMAN. No, sir.

The CHAIRMAN. You came here instead.

Mr. FRIEDMAN. Yes; but I have been waiting all this time, going up there every day to find out about it, and I have only gone to see the clerk—I was right after him, and he had me go to see a doctor, to give me the examination, and he told me—he says, "As soon as I hear from the hospital I am going to fix you up"—whatever he meant by it I don't know.

The CHAIRMAN. When was that?

Mr. FRIEDMAN. I used to be there pretty near every day until last week I found out I would have to have an operation, so I stopped going there; but this week I have received a letter from them, telling me that they have lost my records—they can't find my records.

The CHAIRMAN. Where did that report come from?

Mr. FRIEDMAN. That comes from the Federal board.

The CHAIRMAN. In New York or Washington?

Mr. FRIEDMAN. In New York. I don't know a thing how I stand.

Mr. TOWNER. Will you let me see this statement that you had just a moment ago?

Mr. FRIEDMAN. Yes, sir. [Handing a paper to Mr. Towner.]

Mr. TOWNER. Let me see, Mr. Friedman, if I understand your statement. You were examined by the physician of the Vocational Board?

Mr. FRIEDMAN. Of both the Federal board and the——

Mr. TOWNER (interposing). I am just coming to that in a minute. You were examined by a physician of the Vocational Board?

Mr. FRIEDMAN. Yes, sir.

Mr. TOWNER. And you were also examined by the physician or the surgeon who represents the War Risk Insurance Bureau?

Mr. FRIEDMAN. Yes, sir.

Mr. TOWNER. You have made application for relief under your insurance policy?

Mr. FRIEDMAN. Yes, sir.

Mr. TOWNER. Both of these matters are still pending?

Mr. FRIEDMAN. Why, no doubt they have——

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Mr. TOWNER (interposing). I mean, they are not yet determined?
Mr. FRIEDMAN. No, sir.
Mr. TOWNER. But they did take an X-ray picture as to the condition of your leg?
Mr. FRIEDMAN. Yes, sir.
Mr. TOWNER. And that X-ray picture, according to their statement to you, shows that it would be necessary for you to have an operation?
Mr. FRIEDMAN. Yes, sir.
Mr. TOWNER. And they arranged to have you undergo that operation this week?
Mr. FRIEDMAN. Last week.
Mr. TOWNER. However, because you had been summoned to appear before this committee, you asked that the operation be delayed until after you could appear before this committee and testify?
Mr. FRIEDMAN. Yes, sir.
Mr. TOWNER. So your matters are just pending and waiting the result of this operation?
Mr. FRIEDMAN. Yes, sir.
Mr. TOWNER. And you do not know yet what your status will be?
Mr. FRIEDMAN. I don't know anything about it.
Mr. TOWNER. Either with regard to your insurance or with regard to your vocational training?
Mr. FRIEDMAN. No, sir; I don't know anything about it.
Mr. TOWNER. That is the way I understood it.
Mr. PLATT. Insurance, but not compensation?
Mr. TOWNER. Insurance and compensation.
Mr. DONOVAN. I simply want to ask of Mr. Friedman: You have just been able to be up and about for the last two months, you say?
Mr. FRIEDMAN. Yes, sir.
Mr. DONOVAN. You have been in bed—confined in bed all that time?
Mr. FRIEDMAN. Yes, sir.
Mr. DONOVAN. And when you left the Army your discharge showed that you were in good shape, and you had, after conferring with the medical officer in the Army, decided that you wanted it so represented because you wanted to get home?
Mr. FRIEDMAN. Yes, sir.
Mr. DONOVAN. And you did not take up any negotiations with the board until two months ago, and as Judge Towner has just developed, it is not yet decided, but it is decided by reason of the board's medical examination that you will have to be operated on?
Mr. FRIEDMAN. Yes, sir.
Mr. DONOVAN. And you would have been operated on last week if it were not that you were to come down here to be a witness?
Mr. FRIEDMAN. Yes, sir.
Mr. DALLINGER. May I ask you, Mr. Friedman, to tell the committee just what happened the day you went to the vocational board, which I understand was two weeks ago?
Mr. FRIEDMAN. The board was two months ago.
Mr. DALLINGER. And just what happened when you went there. You had a letter, did you?
Mr. FRIEDMAN. Yes, sir.

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Mr. DALLINGER. And were there a lot of boys waiting?

Mr. FRIEDMAN. Yes, sir; they put me ahead of five or six boys.

Mr. DALLINGER. How many boys were waiting at that time?

Mr. FRIEDMAN. Quite a few, and he put me ahead of them.

Mr. DALLINGER. And you went right up there with this letter. Who did you give the letter to?

Mr. FRIEDMAN. A young man there that got hold of me, and I don't know if he was a friend of his, but he took me ahead of those boys.

Mr. DALLINGER. But you were kept there all day?

Mr. FRIEDMAN. Yes, sir; all day.

Mr. DALLINGER. You were examined by the doctor that first day?

Mr. FRIEDMAN. Yes, sir.

Mr. DALLINGER. How thorough an examination did the doctor give you?

Mr. FRIEDMAN. It was pretty good in a case like that, because it is a thing not seen—an internal injury.

Mr. DALLINGER. He gave you a thorough examination?

Mr. FRIEDMAN. He did; because he had two other doctors with him.

Mr. DALLINGER. Did he tell you anything at the time?

Mr. FRIEDMAN. He asked me how it happened that I had this thing in this shape, and he asked me the question how it happened, and so I explained it; and he told me the best thing for me was to go and have an X-ray taken at once.

Mr. DALLINGER. Were you wounded in battle?

Mr. FRIEDMAN. Yes, sir.

Mr. DALLINGER. By a shell?

Mr. FRIEDMAN. It was just by running along; something happened that I can't explain. It was an old sprain from 1918 that came back on me continuously as soon as I walked around.

Mr. DALLINGER. In other words, it occurred while you were with your outfit, but you don't know exactly how it happened?

Mr. FRIEDMAN. No, sir.

Mr. DALLINGER. Did you go back again to the Vocational Board office after that first day?

Mr. FRIEDMAN. I have been there pretty near every day.

Mr. DALLINGER. You have been going every day to inquire?

Mr. FRIEDMAN. Yes, sir.

Mr. DALLINGER. And they have told you each time?

Mr. FRIEDMAN. They tell me it is too early one time, and then the next two weeks it was a case where they haven't heard anything. It was a matter of about a couple of weeks they tell me they hadn't heard anything from the X-ray, and finally one morning I came in there and they said they did get the X-ray, and they know about it, and I can go home and they will let me know what they can do.

Mr. DALLINGER. When did you have the X-ray taken?

Mr. FRIEDMAN. The X-ray was taken about seven weeks ago.

Mr. DALLINGER. How soon after your examination, after the first day that you went to the New York office, did you have your X-ray taken?

Mr. FRIEDMAN. Two days.

Mr. DALLINGER. Two days after you first went there you had the X ray taken?

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Mr. FRIEDMAN. Yes, sir.

Mr. DALLINGER. Where did you have that taken?

Mr. FRIEDMAN. At the Polyclinic Government Hospital, on Fifteenth Street.

Mr. DALLINGER. And you say it was seven weeks before they had any report on that X-ray examination?

Mr. FRIEDMAN. No; I couldn't exactly remember—three or four weeks. It was three or four weeks before I had any answer from that X ray, but I did hear about it when I was over in the hospital.

Mr. DALLINGER. I wanted to get that time definitely. It was three or four weeks from the time that you had the X-ray examination that you heard anything about it?

Mr. FRIEDMAN. Yes, sir; that they told me I could go home and they would let me know. At that time I was told that I had to go under an operation. I kept on going to the hospital every day.

Mr. DALLINGER. Have you any complaint to make in regard to your treatment by the employees at the office of the Federal board except this delay?

Mr. FRIEDMAN. I have no complaint.

Mr. DALLINGER. You were never treated discourteously?

Mr. FRIEDMAN. No, sir; I was treated pretty well, as far as I know.

Mr. ROBSION. You say that your injury is an old sprain in 1918?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. Was it an original sprain or an injury incurred in the service?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. What part of the leg was injured?

Mr. FRIEDMAN. The knee.

Mr. ROBSION. Is it stiff?

Mr. FRIEDMAN. Why, it is swollen up all the time.

Mr. ROBSION. And lame—do you walk lame?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. Were you walking lame when you got out of the Army?

Mr. FRIEDMAN. It will hurt me for a certain time and swell up, and then let me go for a week or so, or two weeks, without walking, and as soon as I start to running around it will swell up again, and the same thing over again. This is the third time it has happened since I got out of the Army.

Mr. ROBSION. Were you in the hospital while you were in the Army?

Mr. FRIEDMAN. Yes, sir. I was told my arches were broken down, and different things like that.

Mr. ROBSION. You were told your arches were broken down?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. Well, were you discharged from the hospital when you came out of the service?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. And they were fixing to send you to another hospital?

Mr. FRIEDMAN. They were supposed to send me to another hospital, for another reason which they haven't done, and that was my teeth. They pulled my teeth out.

Mr. ROBSION. What did they do that for?

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Mr. FRIEDMAN. I suppose it was gas or something.

Mr. ROBSION. You have applied for war risk—for compensation from the Bureau of War Risk, haven't you?

Mr. FRIEDMAN. Only about two months ago.

Mr. ROBSION. And you have applied for vocational training?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. How long had you been in the hospital since you were discharged from the Army?

Mr. FRIEDMAN. You mean over on this side?

Mr. ROBSION. Yes.

Mr. FRIEDMAN. I was one place and another. I have gone into the hospital at different places, and I haven't really laid in the hospital until I found out about this trip when they send me over there to the Polyclinic Hospital.

Mr. ROBSION. Now, you did not apply for vocational training until about two weeks ago?

Mr. FRIEDMAN. Two months ago.

Mr. ROBSION. And you were discharged in May, 1919?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. Why didn't you do it sooner?

Mr. FRIEDMAN. I didn't know anything about the board, sir.

Mr. ROBSION. You did not?

Mr. FRIEDMAN. No, sir.

Mr. ROBSION. You never before that had heard of this vocational training?

Mr. FRIEDMAN. No, sir.

Mr. ROBSION. Didn't they talk to you about it in the Army?

Mr. FRIEDMAN. They might have done, but I never thought of it. I never remembered anything about it.

Mr. ROBSION. Didn't you see any posters or papers or letters about it?

Mr. FRIEDMAN. The only ones that I did find out was when a friend of mine met me and told me about it, and also another party told me to go there. The Columbia University and the Y. M. C. A. has a certain booklet telling about the different training.

Mr. ROBSION. And that was the first you heard of it?

Mr. FRIEDMAN. That was the first I know of the Federal board.

Mr. ROBSION. And all that time you were in New York, were you, since you were discharged?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. Living right at home?

Mr. FRIEDMAN. Yes, sir.

Mr. ROBSION. And you had not heard of it?

Mr. FRIEDMAN. No, sir.

Mr. ROBSION. That is all.

The CHAIRMAN. Mr. Friedman, you may be excused.

The committee will stand adjourned until 10 o'clock Monday morning.

(Whereupon, at 4.15 o'clock p. m., the committee adjourned until 10 o'clock a. m. Monday, April 12, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Washington, Monday, April 12, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. Certain of the witnesses that we expected to have here this morning have been delayed. There are, at least, a number to appear, but, as the public knows, the railroad situation is rather serious and in all likelihood their failure to appear is due to that.

The committee will adjourn until 2 o'clock this afternoon, when we will resume the investigation.

(Thereupon the committee took a recess until 2 o'clock p. m.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to recess.

Mr. TOWNER (in the chair). The committee will come to order. Mr. O'Grady, you may be sworn. Please give your full name to the reporter and your address.

STATEMENT OF REV. JOHN O'GRADY, CATHOLIC UNIVERSITY, WASHINGTON, D. C.

(The witness was sworn by Mr. Towner.)

Rev. O'GRADY. My name is John O'Grady, Catholic University, Washington.

The CHAIRMAN. I believe you are connected with the Catholic University?

Rev. O'GRADY. Yes, sir; I am professor of sociology.

Mr. TOWNER. You have had some work to do in the rehabilitation work of the soldiers, as I understand it?

Rev. O'GRADY. I have had considerable experience in dealing with the wounded men during the past year. A year ago, after studying the problem carefully, I felt that the most difficult problem which the Vocational Board would have to deal with was the problem of the man who had very little previous training or education. At that time I suggested to the director of the Federal board that we would be willing to organize a special department for the training of such men, the training of men who had not completed the eighth grade in the ordinary school. We felt that so far as they were concerned, so far as these men with very little education were concerned, the problem of vocational education was very new; that we knew

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very little about it, and we felt that a special course should be organized for them in order to obtain good results.

Mr. TOWNER. Was it your purpose to extend the work beyond academic training, or did you go into the vocational training as well?

Rev. O'GRADY. We begun with a school intended primarily for what is known as try-out work. We took men who had had very little previous training, most of whom had not completed the sixth grade in the ordinary schools, and gave them some general cultural courses. Then we supplemented that with try-out work for 60 days in the different trades, in order to find out what trade they would be best fitted for. Now that was continuous from May until October

Mr. TOWNER. What year was that?

Rev. O'GRADY. Last year, 1919. We dealt with quite a number of men in the try-out work between May 1 and October 1. Beginning October 1 we developed regular training courses in automechanics, machine-shop work, electrical work, and clerical work, and since October 1 we have been giving these regular training courses.

Mr. TOWNER. Do you have vocational equipment there for training the men?

Rev. O'GRADY. Yes; we have a fairly well-organized department of automechanics. We have a well-organized machine shop: we have a well-organized electrical department to give the men about half time in theoretical work, the theory of automechanics, mathematics, which would be necessary for them in their trade, reading, and free-hand drawing. We give the same type of supplementary work for half time in the machine trades and electrical trades. Then the other half is devoted—the other half of that time is devoted to practical work in the shop.

Mr. TOWNER. In what way have you sought to coordinate your work with the activities of the vocational board?

Rev. O'GRADY. All of our men are compensation cases and come under the Federal Board for Vocational Education. They are placed in our school—in this school that has been especially organized—by the vocational board. They come under the direction of the vocational board. Every man is sent there by the board. The board planned the work in cooperation with us, and the board continues to supervise the work. We deal directly with the board in regard to every man who is in training in that school.

Mr. TOWNER. What has been your experience with the board—first with regard to what might be called their sympathetic attitude toward the soldier?

Rev. O'GRADY. Well, I feel that it could be improved to some extent. We suggested some time ago to one of their men that it might be desirable to have, say, a representative of the American Legion on their board of review, the board which passes on the cases. It seemed to us that in view of the large number of cases which the board had to deal with, they have necessarily had to deal with them in a rather routine fashion, and it was very difficult, it seemed to us, if not impossible, to give individual attention, which is very essential. We have found that it would be very difficult to have the men profit by the training if they had not been given individual attention.

Mr. TOWNER. Well, so far as these young men that are in your school are concerned, you are giving them individual attention?

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Rev. O'GRADY. Yes; we are giving them the individual attention.

Mr. TOWNER. In what regard would you criticize the board for not giving individual attention?

Rev. O'GRADY. Well, what I feel is this, that a man comes to the office of the board—he is one of a thousand, the board has to deal with a great number of cases, and it is difficult for the board to give them attention—it is difficult for them to give the ex-service man the same amount of individual attention that we could give them. I am not making that as really a criticism of the board; I really feel that it is inevitable. I feel that it is true of any organization which is developing a large number of men. They had to deal with them in a very matter of fact, routine way.

Mr. TOWNER. Now, the board, or the officials of the board, must first pass upon the case and determine what line of vocational work the soldier will take while he is with you. Do you have any difficulty in coming to an agreement with the board as to the line that is to be pursued by the soldier?

Rev. O'GRADY. In that regard we never had any difficulty with the board during the first four months of our existence. We were engaged in what is known as tryout work. During that period we were endeavoring to find out what occupations the men who were placed with us were fitted for. Now, after the man had been in the school for 60 days, we then talked the matter over with the board's representatives, and we came to a conclusion in regard to the trade in which that man should be placed—in regard to the type of course that he should take up. Of course, we also took the man's own wishes and notions into account; we talked it over with him; we had a round-table conference, which was attended by the man himself, the person in charge of the work in our school, who had charge of the work while he was in school, and a board representative.

Mr. TOWNER. So you have never had any difficulty with the board with regard to the courses which the men should pursue?

Rev. O'GRADY. No; I must say that we have had excellent cooperation from the board. Of course, the board felt just as we did, that in dealing with that type of case we were all dealing with a perfectly new problem in the field of vocational education, with a problem on which we had very little, practically no, experience. Take auto mechanics, for instance. We found that in organizaing our courses in auto mechanics, both the technical training courses and the supplementary vocational work, we had practically no experience to go on. We found that there was not a single book on the market that could guide us in developing a course in auto mechanics, which of course would include practical shop work and supplemental vocational work, for a man who had, let us say, completed the sixth grade in school. We had simply to go ahead and develop the course ourselves.

Mr. TOWNER. Have you sought to carry on some academic training with those men who have been with you; for instance, that have not more than a sixth grade education? Have you sought to supplement that academic training as you went along with your mechanical training?

Rev. O'GRADY. Yes, but we have endeavored to make the academic training as practical as possible. All the men have a course in civics.

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Then we give them work in mathematics that will supplement the work in the machine shop, in the automechanics shop, and the electrical shop. We sought to fit our work in mathematics into their shop work. We have done the same in English. We have tried to make the course in English very practical. For instance, we have tried to use the same terms in our course in English that we find necessary in their work in the automechanics shop. In other words, we have developed what is known as related vocational courses for those men.

Mr. TOWNER. What length of time, on an average, have the men remained with you before they were discharged or graduated?

Rev. O'GRADY. Now, it was agreed that all the men coming to our school before October 1 last would remain for a period of 60 days. During that period they would be tried out in four different types of work, in automechanics, machine shop work, electrical work, and then clerical work. Now, after the 60-day try-out we decided in cooperation with the Vocational Board men what occupation the man is fitted for. Then he was placed in some other school, which had organized a course of that type. On October 1 we decided to go into the regular training work, and we decided in cooperation with the board authorities to have our regular training course extend over a period of a year, half the time being devoted to related vocational work and half the time to practical work in the shop.

It was decided that after a man had taken that course of a year, he would be placed in a shop where he would get all the practical work necessary to make a skilled mechanic.

(At this point Mr. Fess took the chair.)

Mr. TOWNER. That has proven satisfactory so far?

Rev. O'GRADY. So far it has worked very well. The men seem on the whole to be very well satisfied. Their outlook on life has changed rather completely, so far as we know, and they are very much interested in their work—that is, that is true in the vast majority of cases.

Mr. TOWNER. So your work has been principally along the line of initiating them, giving them a commencement in their work, rather than completing their courses?

Rev. O'GRADY. We do not expect to complete their courses. Our problem is really to make them employable; that is, to place them in positions where they will be able to take up work at the trades successfully. We felt that in order to do that well it would be necessary to have more than mere shop experience; that they ought to have supplementary vocational work which would round out their previous educational work, and also prepare them to take up a trade intelligently.

Mr. TOWNER. What can you say to the committee regarding the attitude of mind of these men as they come in, and as related to that, the best method of restoring normal conditions and the hopeful outlook in the future?

Rev. O'GRADY. I feel that our first problem, and probably our most difficult problem, is to convince the men of the need of taking this training. We had an experience last summer which I think will illustrate the difficulty of getting the men to take the training.

When we first organized our course we had great difficulty in obtaining a sufficient number of men, and we were in touch with the vocational board constantly in regard to it. We could not under-

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stand why it was impossible for them to get us a sufficient number of men. Well, in order to satisfy us and in order to justify themselves, the board sent out a special agent who covered the States of Pennsylvania, Delaware, West Virginia, and, I believe, Virginia. Now, during the course of his trip he interviewed, I believe, about 100 men. Out of these 100 I believe about 6 volunteered to take the course. That is the point, I think, which should be emphasized in this work; it is not such an easy task as it seems to convince a man of the need of taking the training at all, of getting them into the schools. We have had that difficulty throughout. Once we get the men into the school, the problem of getting them interested in the work is relatively easy.

Mr. TOWNER. Then the mere opportunity is not enough; the men have usually to be induced to take the training?

Rev. O'GRADY. I feel that that is true, especially in view of the fact that a fairly large percentage of them have had very little previous educational experience. I think that in dealing with men who have had high-school and some college training the problem would be relatively easy, but I presume that 50 per cent of the men have not completed the elementary school education.

We found that the men do not like to be sent from their homes. They feel that Washington and Baltimore and Philadelphia are a long way off, and they want to remain at home. They did not see what this education would get them.

Mr. TOWNER. Will you make any suggestions along the line of greater success if, after having presented to the men the opportunity, only 6 men out of every 100 will accept the chance of training? What suggestion have you to make to induce a greater proportion of the men to enter the training?

Rev. O'GRADY. Well, I feel that it is going to be an exceedingly difficult task. I feel that we should keep in touch with the men and try to use all the forces of the community, of their church, if they have any, of their neighborhood, of their parents, and of everybody who might be interested in them, of all social and civic organizations, to convince them of the need of doing this work, of taking this vocational training and of the advantage of taking it.

Mr. TOWNER. And the most potent influence, in your judgment, would be those nearest the man's home?

Rev. O'GRADY. I found that to be the case.

Mr. TOWNER. The associations that cluster round his family and his church and the inducements that might be offered to him by those men who knew him best, you think would be most effective?

Rev. O'GRADY. Yes; we have found that most effective. We have, in trying to utilize the different agencies and organizations, the purpose of convincing the man of the need of taking the training. We find, however, that the men are very impatient. I have in mind a case we have under consideration at the present time, of a young man who had two years at college. He got in touch with us and wanted to be received into our school, and we got in touch with the Federal Board for Vocational Education. Now he has had to wait for a period of two weeks, not due to any fault of the board but due to his failure to reply to their communications. We felt that the man had taken the position that he was not willing to wait for two

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or three weeks until the board would have sufficient time to run down his case and to place him in the school; he seemed to be more anxious to go to work than to go to school.

Mr. TOWNER. Have you any criticisms to offer to the committee; not by way of finding fault with the board but for the purpose—if any criticisms can be made—of remedying any existing defect?

Rev. O'GRADY. I have felt for a long time from my experience in dealing with the board that there was too much centralization; that every case had to be passed on not only by the district office but by the Washington office. I understand that they have remedied that situation and I consider that a great improvement. I think that the district offices should be in a position to decide every case, and that the central office at Washington should confine itself to the larger questions of policy. That is going to make for the more expeditious handling of the cases. Now on account of the delay we have learned that quite a number of men have become very much discouraged and have given up all idea of taking up vocational work.

Of course the board has had its difficulties in dealing with the Bureau of War Risk Insurance. It has been impossible, up to July last, to pass on cases until they had first been passed upon by the Bureau of War Risk Insurance, and that prevented quite a number of men from availing themselves of the opportunities which the Government was offering to the boys.

Mr. TOWNER. Have you any further suggestions to make?

Rev. O'GRADY. I suggested in the beginning that the board of review, which of course passes on the cases, should have a representative of the American Legion, who would be able to present the men's side of the case and more of the human element; and I would also suggest that this man should have some say in deciding whether or not a man should be discharged from training. In passing on cases, for instance, where the men had made very little progress in the training, he should look into the case. He might find that something had been wrong in the schools; he might find that the man was not getting along with his instructors. I feel that the man should have some representation on all the boards which are passing on their cases.

Mr. TOWNER. Your thought is, if I understand it, that some fellow soldier should be placed in direct contact, or at least so that the appeal might be made to him by the soldier whose case was being passed upon?

Rev. O'GRADY. Yes; I do feel that way, Judge Towner.

Mr. TOWNER. You think that the soldier would be more inclined to accept the suggestions—would be more free to state his case to one of his fellow soldiers?

Rev. O'GRADY. Yes; I feel that he would be much freer.

Mr. TOWNER. And that he would be more reconciled to the determination in which the soldier acquiesced than he would otherwise be?

Rev. O'GRADY. Yes.

Mr. DONOVAN. I think I have met—I will ask to make sure—you are Father O'Grady?

Rev. O'GRADY. Yes, sir.

Mr. DONOVAN. Secretary of the National Catholic War Council?

Rev. O'GRADY. Yes, sir.

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Mr. DONOVAN. I think I had the pleasure of meeting you about 8 or 10 months ago, and the only time, and I am glad to renew this opportunity of meeting you.

I was just listening to what Judge Towner said in asking your opinion as to the constructive suggestions that you had so far as the board is concerned, and I was interested in what you just said relative to the idea of having a soldier member of the board. We have had that suggested to us on a previous occasion, when we had up the Greene bill here, and at that time I made this observation, which I am inclined to still hold, that it would not necessitate the reconstruction of the legislation for creating the personnel of the board; that I believed the appointing power now would be very glad to entertain any suggestion from the Legion upon it deciding upon a nominee of the right qualifications to be so appointed. But my thought was this, that it would be rather difficult to select a representative of the board for this reason: That if a high officer would be selected to act as a member, the buck private or the junior private might have some feeling that one of his own rank was not selected, and while the reverse might not be true of the high officers there might be a division there as to the proper type of man or the proper class, and no better results would be obtained. And further, I have this thought also, that I believe that the men who are appointed are in full sympathy in every instance with the soldier, and if there is any criticism to be made it is that the board has in some cases failed on the side of generosity toward the soldier as against the Government. Does that phase of the question appeal to you at all?

Rev. O'GRADY. You mean that the board has been too generous? I did not catch that.

Mr. DONOVAN. I mean where it comes to a close case and there is a doubt to be resolved, it is the policy of the board—now I am not talking about a district officer off some place, or attaché or an employee; I am talking about the board, which comprises the Secretary of Agriculture, as you know, the Secretary of Labor and those other men, and the three laymen, labor, business, and agriculture—when it comes to a close decision, that those men always give the benefit of the doubt in favor of the soldier? Don't you think in general that is true?

Rev. O'GRADY. That has been true in our experience.

Mr. DONOVAN. That was my notion.

Rev. O'GRADY. That has been true, but it is very difficult it seems to me, Congressman Donovan, for an ordinary man who has not had some experience in the service to understand the psychology of the wounded man; and I do feel, and feel rather strongly—and my feeling is based on our experience of a year—that he will pay more attention to the advice and direction of a man who has been through the fight with him than he will to some other man who has not.

Mr. DONOVAN. Do you recall that in the creation of this legislation it was seriously argued to have the most beneficient results, there was one wing that took the position that the Army should retain control of the man during training.

Rev. O'GRADY. I am absolutely opposed to that.

Mr. DONOVAN. That was a fact, that it was very strongly urged that they should, and the objection raised by those opposed was that it would make the soldier believe that he was still under military

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discipline, and he had had enough of that, and he wanted to be free from it; and I did not know but what there might be something akin to the thought if they got a major general on the board the private might have that same feeling.

Rev. O'GRADY. In our experience we found in getting in touch with the men who should take training that one of their serious objections to it was that they were afraid they were going to be returned to military service again, and they did not want to do it; they had all they wanted of the Army and they were not anxious to go back and live under military rule any more. We found that in our actual experience with the men, and I always felt that for that reason it would have been most inadvisable to have the vocational work done under the direction of the Army.

Mr. DONOVAN. I was of the same mind, and the majority of the committee was.

Rev. O'GRADY. I feel that the men ought to feel free—I feel that during their training they ought to be free, and they would not feel free, and convinced, if they were taking the training in a military hospital. Then again I have felt that the Army did not have the equipment, did not have the machinery; they did not have the experience necessary to undertake that work. Whatever experience we had at the time was really found in the Federal Board for Vocational Education. Of course our experience in the field was very limited. Fifty per cent of it was entirely new, an entirely new problem in vocational education. We had had very little experience in giving vocational education to men who had not completed an eighth grade education.

Mr. DONOVAN. I understand there is in the organization a board of appeals which I think consists of 10 members, four of which are doctors and the remaining members are men who have seen service: and also that these medical men are also world war veterans. Now it would seem that at that very point the men are being pretty well taken care of as far as their representatives are concerned, but the thought occurs to me, of course, that if that is a central body, the men do not personally come in contact with that board; it is a reviewing board, I suppose, on the history of the case and the evidence submitted, but to that extent, however, the men are having the advantage of their fellows in passing on vital parts of their relation with the board.

Rev. O'GRADY. If that were extended to the districts, to all the districts, it would satisfy me. I would feel that the men then could have a chance of being represented through their own fellows.

Mr. DONOVAN. Your suggestions in answer to Judge Towner's question relative to having the board decentralized and having the central office in Washington act as a legislative board to prescribe regulations and rules and to put the definite power and positive conclusive discretion in the district offices, is a thought that has been presented here by others that are equally as well posted, and it is a thought that I think is a very vital one and a very constructive one.

That is all that I care to ask.

Mr. DALLINGER. Do you not think it would be a good idea, if, so far as possible, the men with whom the soldier first comes in contact at the district office might be someone who had been in the service?

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That is, in every outer office that they first go into, if there was a man there who had been in the service, if possible a private, to meet the man and advise with him, don't you think that would be a help?

Rev. O'GRADY. Yes; if that man had seen actual service. The service men themselves feel a line of demarcation between men who filled office positions during the war and men who saw actual service in France. Now I would say that it would be a very good thing to have a man who had been through the conflict with them to interview them. I feel that he could understand them much better. The psychology of the wounded man is a very peculiar psychology. It is very very difficult to understand him, and I have always felt in dealing with them during the past year that we really needed a man who had been in the service to understand them. I found, for instance, now that our instructors who had been in the service get along much better with the men than instructors who had not been in the service themselves. They seem to confide in them more completely.

Mr. BURROUGHS. I was not here when you gave the first part of your testimony, but I would like to ask you one or two questions, if you have not already covered it; if you have, just say so.

Let me ask you first where has been your place of business?

Rev. O'GRADY. In Washington. We have our school here in Washington.

Mr. BURROUGHS. So that all your work in connection with the board has been here in Washington?

Rev. O'GRADY. District 4, I believe it is. Our school was intended first as a receiving station for districts 3 and 4 of the Federal board.

Mr. BURROUGHS. Now, do you think there is any necessity in these district boards going through all this work of investigation with the men, the vocational advisor and the training advisor, and then the Case board, and then after all that is done, sending the whole case up to the Federal board for final action?

Rev. O'GRADY. I believe that the matter should be decided in the district office. I believe that it is entirely unnecessary, as a matter or organization, to refer cases to the Washington office. I feel that that it holds up the cases unnecessarily and that the men become dissatisfied.

Mr. BURROUGHS. To what extent has the delays which has been complained of here due, in your opinion, to that cause?

Rev. O'GRADY. Well, to some extent it has been due to that cause, but there are a great many other factors that you have got to consider in studying that delay. I have already mentioned some of them.

In the first place, in 50 per cent of the cases their problem was a new problem. We did not have any organization to take care of it. We did not have any courses in schools; we did not have any schools to take care of it. Now, you could not have placed that number of men—you could not have placed 24,000 men out of 30,000—I believe that is the number—30,000 men in training now—you could not have placed that number of men in training a year ago, because we did not have the courses; we did not have the schools. It took some time to develop these courses and to develop special schools. The existing institutions were not capable of meeting the problem.

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Now, the delay was due in part to that—the fact that it was a new problem.

Mr. BURROUGHS. Take these boys that come in here and say they have waited seven or eight months to be placed—there are a good many of such cases—or a number of such cases I know, because I have seen them; I have meet them—to what is that due?

Rev. O'GRADY. It is due in some part, I think, to too much red tape. I feel that if there is a doubt about the case, the man should be placed in training, I believe he should be given the benefit of the doubt in every case and placed in the school and enabled to take up his course, and then go through your red tape afterwards. That is my opinion in regard to it. I think that we would get much farther in that way.

Mr. REED. You spoke about using the influence of the home, the friends of the soldier in the communities, in order to prevail on him to take this training.

Rev. O'GRADY. Yes, sir.

Mr. REED. That is the first step. Now, as I understand you, he is slow on the proposition at least to the extent of going to the board?

Rev. O'GRADY. Not alone of going to the board, but of going to the school.

Mr. REED. That is the first step, but the next important step, as I understand you, is to have someone at the office meet him in a sympathetic way and talk over his case with him in a kindly way, and that person should be someone who understands the psychology of the soldier.

Rev. O'GRADY. Yes; most assuredly.

Mr. REED. And that, so far as you have observed up to the present time, has been lacking in the organization?

Rev. O'GRADY. Well, I don't want to make a general statement like that. It has been a difficult problem that the organization has had to deal with so many cases, and they have been so poorly equipped—Congress, it seems, has not been very generous with them. and they have as a result not been able to develop a sufficiently large organization; they have not had a sufficient personnel to enable them to pay—to give that individual attention which is very necessary—it is essential, because if the man is not favorably impressed the first time he comes around to the office he is not going to take training: he is going to be very much discouraged; he is going to go home and take a position, and he is going to forget all about training.

Mr. REED. If someone were there who was sympathetic, who would sit down with this boy and tell him there would be some delays and to tell him why there would be these delays, it would make a great deal of difference in many cases, would it not?

Rev. O'GRADY. It would make a vast difference.

Mr. REED. Instead of being pushed in as if he were going into a hopper to be ground out, not knowing when?

Rev. O'GRADY. That has been our experience, yes.

Mr. REED. And you feel that this situation has not been remedied because Congress has failed to make the proper appropriation or provision?

Rev. O'GRADY. That is a partial reason, I think. That is one reason why it has not been met.

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Mr. REED. Do you feel that the law is not broad enough to cover that situation?

Rev. O'GRADY. I think that their salaries are too low. I do not think you can get men who are capable of doing the work at the salaries which the law permits. For instance, I learned to-day that the Federal board is not permitted to pay more than $200 a month to teachers. Now, in our experience, it is impossible to obtain good teachers for that sum, and the same would be true in regard to the men in the district offices. It is impossible for the Federal board at the present time to secure the right type of men for the salary which Congress has allowed.

Mr. REED. In other words, in this particular work, just the ordinary teacher will not do?

Rev. O'GRADY. He will not.

Mr. REED. They must have a special training and a special fitness and a particular kind of personality in order to be successful in this work?

Rev. O'GRADY. It is very necessary to have men who know their trades well, who understand them thoroughly, that is, you need an engineer, and at the same time you need men who have had practical job experience. Now it is very difficult to obtain such men at the salary paid.

Mr. REED. Even though you have a man who had the shop training, if he lacked the personality to deal with that type of man, he still would be a failure, would he not?

Rev. O'GRADY. Yes; he has to have personality necessary to deal with the cases. He must be kind, exceedingly patient in dealing with them, and then he has, of course, to be a teacher. You might find a man who has had a good deal of shop experience, who is a highly skilled mechanic, who knows and can read blue prints, and who is very sympathetic in dealing with the men, but if that man is not a teacher; he is not going to do the job properly, and he is not going to be successful.

Mr. REED. Have you had difficulty in getting the teachers that you needed?

Rev. O'GRADY. We have had the greatest possible difficulty. It has been our most serious problem.

Mr. REED. If you could pay them a larger salary, could you get more men of the right type for this work?

Rev. O'GRADY. Well, no matter what salary you pay, you are going to have difficulty in getting the right men. They have all kinds of offers at the present time from business men. We have the greatest difficulty in retaining those teachers. We find that business men will make them offers, and we find the Government, the War Department, is making them offers, and for that reason it is very difficult to retain them.

Mr. REED. I want to ask you one more question. Assuming that you get a person that is particularly fitted for this work, as a rule do they like the work, if the salary was right?

Rev. O'GRADY. Yes; our men—nearly all our instructors—nearly all the men working in the school at the present time are very keenly interested in the work. There might be one or two exceptions—it is impossible for us to take care of them at the present time, because

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we have no other men in sight, and it would be impossible for us to fill their places if we discharged them, but on the whole our instructors are doing pretty well with the men. They have the confidence of the men, which amounts to a great deal, and we also find that they go around and talk with the instructors about their difficulties, about their problems, and we have found that very effective.

Mr. REED. Have you made some inquiry to ascertain whether the various schools are having trouble in securing the right type of teachers?

Rev. O'GRADY. Yes; we know that they are all having trouble. We have been in touch with quite a number of them and they all seem to have the very same difficulty.

Mr. REED. And do they claim that it is because they can not pay the salary—that that is one of the reasons?

Rev. O'GRADY. Yes; and of course there is the great fundamental reason that the job is entirely new to us. That can not be too strongly emphasized, that for 50 per cent of the men this type of vocational education is an entirely new thing. We have had very little or no experience in dealing with it, and we have not prepared any men for it.

Mr. REED. Have you been in touch with a number of the other schools that are doing this work, to find out about what salary they think ought to be paid in order to secure the right type of teachers for this work?

Rev. O'GRADY. Well, so far we have not questioned them in regard to salary. We expect to during the next week. We are sending one of our men around to visit the different schools, in order that they may be able to profit by his experience and he by their experience, and then we are going to inquire about the problem of salary; but we found that we had to pay—we had to give them everything they asked. A man was liable to come around any day and tell you that he had been made an offer of such and such an amount by such and such an organization, and we simply had to meet his demands, that was all. We could not find a man to take his place if we did not meet his demands.

Mr. ROBSION. How many of these men have you had in your institution?

Rev. O'GRADY. We have had 250 men up to date. We have 115 men in the institution at the present time. We expect to have a larger number in a few days.

Mr. ROBSION. How many of these men have quit without pursuing the course that had been assigned to them?

Rev. O'GRADY. I do not have the exact figures with me. I should say about 2 or 3 per cent. I would say that over 95 per cent of the men have pursued the courses.

Mr. ROBSION. You had about 250 men and still have about 115. What has become of the other men?

Rev. O'GRADY. The other men have been placed in other schools where they have courses to which they are adapted. Sometimes, for instance, we may find a man that wants to go into the printing trade. Now we do not have a course in printing. The board takes that man and places him in another school. The same would be true of men, for instance, who need instruction in other courses which we do not have.

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Mr. ROBSION. Have any of the men that you have had in your school graduated as you might call it into a position, or been placed in positions?

Rev. O'GRADY. Of course they have not had time. You see our course is to extend over a period of a year, and they have not had sufficient time to complete it.

Mr. ROBSION. So that none of them have been placed in positions?

Rev. O'GRADY. Well, a few have—possibly three or four.

Mr. ROBSION. What caused the men to quit who did quit?

Rev. O'GRADY. Well, some quit because of the Sweet amendment, extending their disability to certain types of men that had not been covered under the previous act. Two or three quit for that reason. I do not remember any man who has quit for any other reason.

Mr. ROBSION. You stated that Congress had not been very generous in providing funds for this board. Do you mean to leave the impression that Congress has not appropriated about all the money that has been asked for by the board?

Rev. O'GRADY. No; I did not say anything about the general appropriation. I simply referred to the amount which they were permitted to pay in salaries.

Mr. ROBSION. You referred to salaries?

Rev. O'GRADY. Yes; I did not refer to the general appropriation.

Mr. ROBSION. The fact is that Congress appropriated more money than the board asked for.

Rev. O'GRADY. Well, I simply do not pass on that.

Mr. ROBSION. And I would like you at this time, both for the record and for our benefit, to ask you if you do not know this, that Congress is ready and willing to give them every dollar that is needed?

Rev. O'GRADY. Yes; I understand that.

Mr. ROBSION. Now you are connected with the Catholic University?

Rev. O'GRADY. Yes.

Mr. ROBSION. And with the Catholic Council of Defense?

Rev. O'GRADY. The Catholic War Council.

Mr. ROBSION. What connection do you have with that?

Rev. O'GRADY. Well, I had charge of their reconstruction work. We have been, of course, in cooperation with the other war work organizations. We have been endeavoring during the past year to aid men returning from the service to secure positions. We have, of course, been interested in the working accounts.

Mr. ROBSION. I just wanted to learn your official connection.

Rev. O'GRADY. I had charge of that department of the work.

Mr. ROBSION. Did that war council make a contribution to the vocational board?

Rev. O'GRADY. It made a contribution to that school. The council made a contribution to the school in the beginning. We needed, of course, considerable money to get these new courses organized, in order to secure equipment. We had to secure electrical equipment, and we found it necessary to secure equipment for our auto-mechanic school, and we found it necessary to secure equipment for our machine shop. Now, we secured some money from the council to do that work.

Mr. ROBSION. What was the amount of the contribution?

Rev. O'GRADY. I could not state offhand, Congressman. It would be rather difficult. If necessary, I could supply that.

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Mr. ROBSION. Do you mean that you got the money from the Catholic Council of Defense to put this equipment into the schools?

Rev. O'GRADY. Yes; to get the school going.

Mr. ROBSION. Of course, you still keep the equipment?

Rev. O'GRADY. Yes; we still keep the equipment.

Mr. ROBSION. But you would not have put it in there except for your purpose to help train the soldiers?

Rev. O'GRADY. Yes; that is what it really was intended for.

Mr. ROBSION. Now, did you have any auto-mechanic texts?

Rev. O'GRADY. It has been impossible for us to secure a text which would cover our work in auto-mechanics. We have had to develop a new course of our own. We have had no experience on which to base our course. It is entirely new. We have had to work out our own problems. For instance, we found that there was no existing information, or no organized information, on the mathematics of the automobile, on the type of mathematics that would fit into the course in auto-mechanics, so we had to develop our own course.

We found the same true in the other supplementary work which is necessary for proper training in auto-mechanics.

Mr. ROBSION. You feel that to make this vocational training a full success, you must have individual personal contact with the disabled soldier?

Rev. O'GRADY. We certainly must. It is a most essential matter in the problem. It is fundamental.

Mr. ROBSION. Without speaking in the light of any criticism of the board or anybody else, you feel that under the present plans, or the present system, that we have not that? Is that true?

Rev. O'GRADY. Of course, I have been very slow in criticizing the board. I feel that a great many persons who had devoted themselves to criticizing the board—if they would simply come around and offer whatever suggestions thay had to make to the board, and if they had expended as much energy in assisting the board to solve its problems as they did in criticizing, we would be much further ahead than we are now. I feel that a lot of time has been wasted uselessly.

Mr. ROBSION. But did we have the sort of plan that we ought to have had?

Rev. O'GRADY. Well, I am afraid that we do not, Congressman. I think we need some improvement.

Mr. ROBSION. And do you feel that they ought to pass on these cases first hand, the fellow that talks to the man and looks into his eye and gets the facts in his case—do you feel that he ought to pass upon his case?

Rev. O'GRADY. Yes, sir; he certainly ought to.

Mr. ROBSION. And that the man sitting in Washington, however fair he may be, or however sympathetic and just he may be with the case, with the cold type before him he can not give that sort of decision that the crippled soldier ought to have in most cases, can he?

Rev. O'GRADY. I think you are right. That really has been my experience.

The CHAIRMAN. I want to ask one or two questions in reference to employing service men—you mentioned it a moment ago. May I ask you whether you would give it as your judgment that the service man should be added to the board rather than to the teaching force or the advisors?

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Rev. O'GRADY. I feel that it is important that he be added to the teaching force, that it is almost essential that he should be added to the teaching force. I feel that it is necessary that the service man should have something to say in deciding cases that come up for decision before the board, before the district officers of the board. It is not so essential that the national board have on its membership a number of service men, but I do feel that the men should be made to feel that their own brothers were having some say in regard to their cases. I feel that the district offices should have service men attached to them. Of course, it ought not to be necessary to take a large number of those cases before the board at all. They ought to be decided by the man who interviews them in the district office.

The CHAIRMAN. Let me make the question more specific so your answer may be direct.

Congressman Greene introduced a bill—it is before our committee now—upon which we have had two different hearings, adding a service man to this Federal Board for Vocational Education. The matter has been discontinued owing to this investigation, therefore it has not been acted upon. It has been discussed pro and con. Now, let me ask you from your standpoint, should the committee act favorably upon an additional member to the board and make that a service man?

Rev. O'GRADY. That is a rather difficult problem to pass on without some serious thought. Of course, there are two sides to it. There is a danger that a service man on the board might introduce too much special influence. I do not see that there is anything to be gained by introducing him on the board. It seems to me that the present board members are the men who understand their problem: they are men on whom we can relay to decide general policies. I feel that it is more essential that we have the judgment of the service man in deciding particular cases rather than in deciding policies.

The CHAIRMAN. May I ask in connection with this your opinion? One of the complaints is urged in this language: "We charge that the board has adopted an attitude of hostility toward the disabled soldier." What have you to say about that?

Rev. O'GRADY. I believe that it is untrue. In my experience it is untrue.

The CHAIRMAN. If there were a spirit of hostility on the part of the board that would naturally be relieved, would it not, by the addition of a service man?

Rev. O'GRADY. Well, of course, I am not ready to admit, after my experience in dealing with the board, that the board has shown any hostility toward the service man.

The CHAIRMAN. If you notice, I put that in the subjunctive—if there were.

Rev. O'GRADY. It would help, of course, to prevent that criticism from being repeated, if you had a service man on the board. It would give the soldiers probably a great deal more confidence in the board.

The CHAIRMAN. That idea was brought out in the hearing, that it would be a friend at court, and it might relieve criticism that would otherwise be made.

Rev. O'GRADY. That is true. Of course, criticism has been made and a great many people have accepted it. A great many people who

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have read the criticism in the New York papers have accepted it a true. That criticism, of course, has got around among the men many of the men, and they probably feel, although I have not met any of the men who feel that way, that the board is hostile to them, but there may be some men who feel that the board does not have their interests at heart.

The CHAIRMAN. Father O'Grady, have you had any chance up in New York to ascertain whether there has been unnecessary delay about the office there?

Rev. O'GRADY. You mean in the New York office?

The CHAIRMAN. Yes; the New York office.

Rev. O'GRADY. Well, I should not want to pass on the work of the New York office. I have heard of a great deal of criticism of the work in the New York office, but I have always felt that that criticism was made by persons who were more or less jealous of the Federal board. That is my honest conviction.

The CHAIRMAN. What do you mean by that?

Rev. O'GRADY. Well, certain individuals, I understand, felt that they should be permitted to do this work; they felt that other organizations should be permitted to do it; probably they felt that the War Department should have undertaken this task. They probably felt it should have been handed over to some private organizations. Now, I haven't a sufficient number of facts on which to base a conclusion like that, but on questioning a number of persons who have criticized the Vocational Board in New York, I learned that they do not understand the difficulties which the Federal board was facing. I found that they did not understand the difficulties which one had to face, which I was facing every day, in dealing with the men.

The CHAIRMAN. I noticed a moment ago when you said that Congress had not been very generous, you explained that you did not refer to the general appropriation.

Rev. O'GRADY. No; I did not refer to that. I am not in a position to pass on that.

The CHAIRMAN. The limitation on the salaries was what you meant?

Rev. O'GRADY. Yes, sir.

The CHAIRMAN. Let me ask you, what is the character of contract that you have with the board? What I mean is, does the board employ the teachers, or does the university employ the teachers?

Rev. O'GRADY. The university employs the teachers. It has organized a special department under which those teachers work.

The CHAIRMAN. All the teachers in the university?

Rev. O'GRADY. No, sir; we have taken some of the university teachers, and then we have added a number from outside. We have added a number of auto-mechanics, machinists, electricians, and men who are capable of teaching clerical work to the number of men to the few engineers we secured from the university, and they make up our department.

The CHAIRMAN. Do they have a contract with the board?

Rev. O'GRADY. They have a contract with the university.

The CHAIRMAN. You do not have them teaching, then, that are under the control of the board?

Rev. O'GRADY. Well, while they are not directly under the control of the board, we have worked out our courses in cooperation with the board under the direction of the board. Now, before we have

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employed the men, we have always consulted with the board as to their qualifications. Then the board's representative visits our school regularly; he visits the classes, he passes on the type of instruction given by the instructors, so that indirectly the instruction comes under the Federal board.

The CHAIRMAN. So that the low salary is not subject—is not a matter for the board to regulate it is a matter for the university?

Rev. O'GRADY. It is a matter for the university.

The CHAIRMAN. You determine the kind of men that are necessary in order to get the proper personality?

Rev. O'GRADY. We, of course, have the fixing of that when we fix the salaries, but we have been free in regard to that, except that we have been limited, of course, by the amount of money that we have received.

The CHAIRMAN. Now, may I ask you, Father O'Grady, a specific question that involves some things that have been up before us—

Do you have any trouble with the board in collecting your money?

Rev. O'GRADY. For a while they were back on their payments. During the past four months we have had no difficulty. Now their payments are up to date. They pay regularly every month. For the first few months after we had organized, we had some difficulty in that regard, but it was never a very serious difficulty in our case.

The CHAIRMAN. In the results of your training, are you entirely satisfied that the vocational rehabilitation is justified by results?

Rev. O'GRADY. Yes; I am entirely satisfied that it is justified, not alone in the actual technical results, in the actual amount of technique imparted, but in the changed attitude of the men. The men who have been in our school have changed their attitudes entirely; they seem to be new men, they seem to have an entirely new outlook on life. They seem to be more ambitious.

The CHAIRMAN. We have had this criticism before the committee often since this investigation began, complaint on the part of the men because they were placed in institutions where they were not able to do the work assigned to them. Have you experienced anything of that kind?

Rev. O'GRADY. You mean where they had no courses?

The CHAIRMAN. Where their prevocational work had not been sufficient to take that up?

Rev. O'GRADY. Well, we have not had that experience, Congressman. As I explained in the beginning our school was a trial school for the first four months of its existence. Then, of course, we organized the special vocational courses supplemented by the related vocational work, and since the school has been specially organized for that purpose we have been able to take care of any defect in the preliminary training.

The CHAIRMAN. You would not take in men to do work unless their preparation before they had come would enable them to do the work assigned to them, would you?

Rev. O'GRADY. No; I do not think we have done that. So far as I know, we have not taken any man like that.

The CHAIRMAN. I would not take it that the university would do that. There might be some schools with which the board has dealt in the many that they have dealt with that might get someone in

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do certain work that they are not prepared to do. It is a question who is at fault there.

Rev. O'GRADY. We had one man in the law course, who had, I believe, just completed three years of high school, and we got the university law department to accept him by a special concession, but he was able to keep up with his classes pretty well. That is the only case that I can remember.

The CHAIRMAN. How long do you think this work, under ordinary circumstances, will continue? How long does the university contemplate it will continue it?

Rev. O'GRADY. We had contemplated continuing until September, 1921. Now, of course, that is a good guess. We had no exact facts on which to base that estimate.

The CHAIRMAN. Is the university satisfied with the contract under which they are working, and the results of their work?

Rev. O'GRADY. I might state that they are pretty well satisfied. It has met a great amount of inconvenience to the university. Now we use the university machine shop in the forenoon and there is naturally a good deal of breakage, and the machines are sometimes injured and we sometimes have some difficulties in that regard. Then we have had to occupy one of the university dormitories. They have had to give up that dormitory this year and give it back to us. Now, for that reason and for other reasons, the university has seriously inconvenienced itself in order to take care of the men. It has interfered with their own work to some extent.

The CHAIRMAN. We are very much obliged to you, Father O'Grady.

Dr. Buckler, you will be sworn. Please give your full name and your present address to the stenographer.

STATEMENT OF DR. THOMAS H. BUCKLER, NEW YORK CITY.

(The witness was sworn by the chairman.)

Dr. BUCKLER. My name is Thomas H. Buckler, 141 East Eighteenth Street, New York City.

The CHAIRMAN. Doctor, your name was given to the committee as one who had had some relationship with the vocational training. Will you please state to the committee what your relationship has been?

Dr. BUCKLER. You mean how I happened to be connected with it?

The CHAIRMAN. Yes; you might give your connection with the board.

Dr. BUCKLER. In, I think it was about December or the end of November, I had a letter from Mr. Wright, who was the head of the Society for Improving the Condition of the Poor in New York, to Dr. Prosser. Mr. Wright had seen me about some other work, and in talking to me he found that I had given quite a great deal of study to vocational education for disabled soldiers.

The CHAIRMAN. When was this?

Dr. BUCKLER. This was a year ago in December. That would be December, 1918, and I came to Washington with the letter and Dr. Prosser was not here. He was in New York. I went back to New York, missed him there, and then I went down to the Federal bureau, the district office, which was then at 280 Broadway, and found Mr.

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Griffin in charge, and I told him that I was anxious to help them. He said they were very short-handed at that time, and they unfortunately could not pay any salaries. I told him that did not make any difference to me; I was perfectly willing to volunteer my services.

The CHAIRMAN. What had been your work before, Doctor?

Dr. BUCKLER. Well, I am a physician by profession. You mean during the war? How far back do you want me to go?

The CHAIRMAN. No; just during the war. Had you been attached to the Government in any way?

Dr. BUCKLER. Well, indirectly. I was a year with the Navy relief. We had charge of the families of all of the men who were killed in the third naval district. So I had been very close to the Bureau of War Risk Insurance, and I was pretty familiar with them and with all the officials in New York. Our office was at 280 Broadway, in the same building with the Federal board.

The CHAIRMAN. The service that you rendered, was that under contract?

Dr. BUCKLER. Oh, no; all my services in the war were entirely voluntary.

The CHAIRMAN. Then what was the agreement after you met Mr. Griffin?

Dr. BUCKLER. Mr. Griffin told me that he would be very glad to have me come into the office; that they had no money to pay any salaries, they were very short-handed. I worked there, I think, for about a month; I know he wrote to Dr. Prosser about it, and then I think it was the end of December I met Dr. Prosser and Dr. Channing here in Washington. I came down to see them and told Dr. Prosser—I had this letter to him—that I had been trying to reach him, and he told me that he was going to create a position for me in New York, the position of assistant district vocational officer.

The CHAIRMAN. Do you know how many men were assisting without pay at this time in the New York office?

Dr. BUCKLER. I haven't the faintest idea.

The CHAIRMAN. Were there any that you know of?

Dr. BUCKLER. I don't know. I know nothing about the pay roll. They had about 18 or 20 men in the office at that time in New York. The work was really just starting.

Then, I think on January 4, Dr. Prosser asked me, of course, what salary I wanted, and I told him that was a matter of indifference to me, and on January 4 I received my official appointment.

The CHAIRMAN. At what salary?

Dr. BUCKLER. I think it was $2,400. I will not be positive. It may have been $2,500. I think it was possibly $2,500.

The CHAIRMAN. Then you were attached to the office at New York?

Dr. BUCKLER. Then I was attached to the office in the position of assistant vocational officer.

The CHAIRMAN. What was you work as assistant district vocational officer? What was the character of the work?

Dr. BUCKLER. The character of my work there was to really assist Mr. Griffin, who was district vocational officer—I can give it to you here if you don't mind.

The CHAIRMAN. What we want to know is whether your qualifications—whether the qualifications for the work you were to do would require a physician.

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Dr. BUCKLER. No; I was not there in any capacity as a physician at that time. This letter is also gone over by Dr. Prosser. What I was to do was to act in Mr. Griffin's stead when he was necessarily absent from the office. I was to relieve him by interviewing great numbers of people coming to the office who took a great deal of time, yet were not very essential. I answered all the correspondence, went over all the mail and referred such special letters to him as were necessary and took care of a great many others of them myself. I was to go among the men, talk to them, and get in touch with them. I had already, of course, had a vocational experience in interviewing the men. I was to establish relations, as far as possible, with the other organizations associated with our office. If Mr. Griffin was busy I would see anyone who came, and would not keep them waiting. If it was necessary for any of them to see him, I would arrange for them to see him at once, but if it was some one who came about something of no great importance I would get rid of them.

The CHAIRMAN. Was there much correspondence to be carried on?

Dr. BUCKLER. Oh, yes; there was a great deal of it, all sorts of people and all sorts of letters.

The CHAIRMAN. How many people had you assisting you?

Dr. BUCKLER. Assisting me?

The CHAIRMAN. Yes.

Dr. BUCKLER. I do not understand in what capacity.

The CHAIRMAN. You were telling us what you had to do there.

Dr. BUCKLER. I had nobody to assist me. We had one stenographer—Mr. Griffin and myself had a stenographer between us. It was his stenographer. I used her, of course, when he was not using her, to get through the mail. I usually stayed there until 10 or half past 10 o'clock at night finishing up the correspondence.

The CHAIRMAN. When a soldier would come in making application for training, how final could your instructions be? What did you do with him?

Dr. BUCKLER. I would talk with him for a few minutes and find out if he had his papers with him, just where he came from; make him feel that his case would be taken up just as soon as possible.

The CHAIRMAN. What I want to get at is, it seems there was delay there in the office; was that delay inevitable and such that it could not be avoided?

Dr. BUCKLER. Oh, no; the delay in the office came a few weeks later, after the boys commenced to coming in in great numbers and we had not the force to handle them. We hadn't even chairs for them to sit down in out in the corridor. Sometimes we had as many as 50 boys waiting for three or four hours in the corridor outside of the office.

The CHAIRMAN. Why should it take so long to reach a conclusion about a particular boy?

Dr. BUCKLER. Well, we had at that time about three men who were supposed to interview the boys—I mean, that was their specific duty. Of course, I did it all the time when I could. It takes quite a long time for this reason: The most important element in dealing with the boy is almost invariably your first contact with him. If you can get his confidence, if you can project yourself into his point of view—you must remember most of the boys who came in were not normal; very few boys coming back from Europe were normal, especially

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he wounded ones—and you had to know just how to handle them n order to get their sympathy, to see their point of view, to find out what they wanted, and if they didn't know just what they wanted, to try and lead them into some path that would lead somewhere. I don't know whether I make myself clear.

The CHAIRMAN. Yes; I understand that you mean that the man who meets them first must not be simply an ordinary man that you might pick up on the street somewhere.

Dr. BUCKLER. Oh, no. Could I give an example which might make that clear? We had a boy who came in, who was blind in one eye and it was very obvious that he was shortly going to lose the sight of the other eye. He had fallen into the hands of an advisor who had turned down whatever it was he wanted to do first. He then became dissatisfied and drifted away and finally came back again and got into the hands of another advisor, and between them they arranged that he should take auto mechanics. When he went into training up at the training department, they saw at once that auto mechanics was not exactly the thing for him to do; that it involved risk of losing his other eye, and he was subjected to fumes, and it was altogether not the place for him.

The man was in very much of an upset state and they sent for me to see him. He was feeling pretty badly anyway. He had lost his sight and he was rather a hard case to handle. So I took him over and talked to him a while, and in the course of the conversation I found that he was very much upset because he could not be an auto mechanic. He told me after a while—in talking to him I said, "By the way, are you fond of music?" He said, "You whistle any tune, you like, Doctor, and I will play it on the piano." I said, "It is perfectly obvious what you ought to do. You ought be be a piano tuner." He said, "You don't suppose I am going to waste my time learning how to tune a piano." I said, "You realize that you are fond of the piano, that it is a beautiful instrument yet perfectly useless unless it is in tune. The man who can tune it is the man who can make that instrument a perfect instrument and that is what you are going to do. Then if you lose the sight of your other eye, you have got a profession all of your life that you do not require any sight for; you are working in the thing that you love best, music, and you are rendering to the world a great gift by sending out perfect pianos." That boy was perfectly reconciled after half an hour's talk, and he took up piano tuning and is now happy in his profession. Now I don't know whether I make myself clear, but if he had gotten into the hands of a man who had insisted on his taking auto-mechanics, or who had simply said, "You can't take auto-mechanics," he would have gone home and three or four months probably would have passed before we could have gotten him back.

The CHAIRMAN. How many cases do you think would be like that one, where a person was sent to a place that he could not do the work, and did not know it until after he had gotten into the place?

Dr. BUCKLER. I think that is almost inevitable in quite a percentage of cases. Certain boys come in with a very decided determination on what they want to do.

The CHAIRMAN. How far should you listen to the boy's desire, if he tells you that he wants to do this particular thing?

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Dr. BUCKLER. I would listen to it just as far as he could express it, and than I would try to gradually make him see that possibly it was not the best thing for him. If I did not think it was the best thing for him, I would not recommend it.

The CHAIRMAN. The question has come up here often since the investigation has opened, as to whether the person in charge advising should go counter to the man's wishes; if he wants to do a certain thing, how far he could listen to that desire, and the testimony pretty generally has been that he is not a school-boy; he has been in the service; he has had an unusual experience, and that you ought to listen pretty generally to what he wants. What is your judgment as a professional man on that?

Dr. BUCKLER. My judgment is that in a certain number of cases—possibly the majority of cases—that is true; but there are a great many cases like the one I just cited to you, where you can persuade the boy or show the boy after a little time and a little trouble that the course he wants—for instance, auto mechanics got to be a joke; almost every man who went up against a boy recommended auto mechanics. It was the simplest thing to recommend. Most of the boys thought there was a great future in auto mechanics, yet, as a matter of actual fact, when a number of our boys went out of the school of auto mechanics there wasn't any job for them. You have got to bear in mind that that boy is going to take up something which, with a small number of mistakes, is going to be his life's work. That is what he is going to do for a good many years, and you want to be very careful about it.

The CHAIRMAN. What was the attitude of the officers in the New York office toward this soldier when he made his application? What about the courtesy or the kindliness shown him?

Dr. BUCKLER. I think they were invariably courteous and friendly. I think any criticism which you make on them would be that they were not the peculiar type of man—it is difficult to get the type of man to make the first contact with the boy. I don't think there was ever any desire, as far as I could find out—and I was in very close touch with all the boys in the office—to be anything but overkind and overcourteous and overconsiderate of the boys.

The CHAIRMAN. It has been stated here, Doctor, by many different individual witnesses that they had appeared at the office; they would be sent to another office; the other office would give them an examination and say, "You will hear soon;" then they would go back, and they would be sent again for another examination, and they would be told again that they would soon hear; they would come back again, and some witnesses here made a pretty serious case about that sort of circle. Did any of that appear under your observation?

Dr. BUCKLER. Well, that was almost inevitable, for this reason: A great many of those men were still under the Government's supervision, and they had to go to the Government doctors for their examination, you see, apart from the examination of our doctor and the bureau. A good many of those boys required treatment, and, of course, in order to get their compensation and to receive their treatment—their free treatment from the Government at the proper hospitals—they were under the Government doctors, and of course they had to be sent to those hospitals. Then another thing: A great many men coming in there would never file their application for compen-

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sation at all, and it was necessary to arrange that in a certain number of cases, not a great many, that they would have to go down to the Bureau of War Risk Insurance, where they had a group of people who looked after that and looked after it as expeditiously as they could.

Almost every case we sent down was fairly well looked after. I don't think you could blame the bureau for much of the delay that occurred in these men having to go outside for treatment or for examinations. I think there was a certain amount of delay in the cases after their training was arranged for. Of course, that was where the boy became discouraged, when he was told he could take up piano tuning or could be an auto mechanic, and his case was passed on and came down to Washington.

The CHAIRMAN. Now, why was that delay?

Dr. BUCKLER. Because all the cases that were cased in our office by our case board had to be sent down to Washington, where they were held up months at a time, and where they went backward and forward.

The CHAIRMAN. Do you think that was unnecessary and should not have been?

Dr. BUCKLER. Absolutely unnecessary. It was double expense and double trouble, and they never saw the people. We had a boy, for example, who had been a boiler maker, and owing to a shell shock he had become deaf, and in connection with his deafness any noise, even an elevated train running two blocks from our office, would upset him so in the office that it completely unhinged him. That boy's case went three times to Washington and three times was returned because they insisted that because he was deaf he could go on being a boiler maker, when the fact that he was deaf did not make the slightest difference in the trouble in his head, which was entirely a question of vibration from any sound around him.

Now, those men in Washington had never seen that case and did not know anything about the actual facts of the case except that which we wrote, and they would not accept the decision of the physicians in New York who examined the man and the case board. I remember we had a case board where four men passed on every case, and when those cases went down to Washington they would stay there for months and months.

The CHAIRMAN. Was that a frequent occurrence?

Dr. BUCKLER. Well, it was not a frequent occurrence for months and months, but there was always a great deal of delay. I should say we would usually tell a man he could come back in two or three weeks, that we might have some word from Washington. Usually we did not.

The CHAIRMAN. So you make that statement as a case where the administration was in error in attempting to get expedition?

Dr. BUCKLER. Yes; absolutely. In my opinion it was entirely unnecessary. The boys should be cased and passed on by the men who see him and know him.

The CHAIRMAN. What about boys being retained in the room there in the New York office for four ot five hours before they could get any attention?

Dr. BUCKLER. I don't think I ever knew of a boy being detained four or five hours except on two occasions. Those occasions were

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where the central office sent a man up, one of their staff, and for two days they held up all our training department. We had almost a riot among the boys. They refused to let any of the training department free to talk to the boys. But aside from that I don't think there was as much delay as that; in fact, there was not, because when we found that the boys were coming in great numbers and we didn't have people enough to handle them—of course, we were very short-handed—we would tell the boy when he came in, "now it isn't worth while for you to wait now; you go get your lunch and come back at 3 o'clock and we will be ready for you." And that was found necessary, because the boys came in such numbers that we could not handle them.

The CHAIRMAN. Doctor, may I ask why you were so short of help?

Dr. BUCKLER. Because Dr. Prosser told me and Dr. Channing, in a conference that I had with Dr. Channing himself, that he positively could not give us any more help; that I could have all the stenographers I wanted, but they could not give me any more men to act as advisors.

The CHAIRMAN. Did your office have any activity in looking up the discharged boy to tell him that the vocational training was within his reach?

Dr. BUCKLER. Yes; that was the first work we had to do, and it was owing to the tremendous shortness of our staff—I can tell you all about that because I organized that work. We had 112 points of discharge in our district, and we had about 11 men to cover them. We had to move our men around like pawns on a chessboard, to get them to points where we would be notified that the boys were going to be discharged. We could not get any more men. Dr. Prosser knew the situation; they all knew it in Washington; they were told over and over again that it was perfectly impossible to take care of the men that were being discharged by the staff that we had.

I think, all things considered, we handled it pretty well.

The CHAIRMAN. We had probably half a dozen boys here, individually, each one said that they never heard of the vocational training until some one incidentally mentioned it. Do you think that is representative?

Dr. BUCKLER. I don't think that is representative, but I think it is more than probable. In the first place, they never got any of this literature about vocational training—for weeks we were trying to get the literature from the central office, and we could not get it; they would not send it to us. We had arrangements made with the transport of the Y. M. C. A. and the Red Cross workers on the transports. They were putting in their requisitions for so much literature to take over and bring back with the wounded boys, but we could not get it; we didn't have it. When we got it, it was not satisfactory but such as it was we did not have it.

The CHAIRMAN. Did your office have anything to do with advertising or giving information as to where this training was given, or was it wholly kept within the central office?

Dr. BUCKLER. Our office did everything it could. When the literature came I went over it, and I told Dr. Prosser that I was receiving a great many complaints from the men in charge, the Red Cross and the Y. M. C. A. men, that the boys would not read it; that it was too involved, and I suggested to him that he should get

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a good man—you may smile—a good advertising man to write up a leaflet, a small leaflet, telling exactly what the Government was going to do for the boys, in some concise, popular form.

The CHAIRMAN. Did you ever use moving pictures as a medium?

Dr. BUCKLER. I don't know whatever happened to our moving pictures. There were some taken, I believe, but I don't know what became of them. I never heard of them. The advertising was hopeless, because you could not—they were supposed to have a bureau in New York that took charge of it, but they never, so far as I could see, did anything. They came to our office one day and asked us to have a lot of the wounded men there the next day so they could have a moving picture taken; and we got, I suppose, 20 or 30 men brought there in ambulances, and then the man never came to take the picture, so that I got some publicity myself in some of the papers.

The CHAIRMAN. Do you know whether there were men placed on the transports when the wounded soldiers were coming home, to tell them about the vocational training?

Dr. BUCKLER. I never heard of the board placing any. They, of course, had representatives of the different associations, and I think Mr. Wadsworth had been to Europe and talked to a number of boys over there. I know he had, because he told me when he came to the office that he had been sent abroad to make contacts with the disabled men on the other side.

The CHAIRMAN. We had one or two cases that represented that the New York office was anxious to have the boys come to that district, and even some came from as far as Texas, although they wanted to go to Texas. Do you know anything about that?

Dr. BUCKLER. No; I can not imagine how that would be. We had all the boys we could take care of in our own district. Certainly while any boy who came from another district would receive all the personal attention that we could give him, I do not believe that they would have gone out of their way to invite boys from other districts, because as it was we were swamped.

The CHAIRMAN. Is the office in New York as it is now organized capable of taking care of the situation without further decentralization?

Dr. BUCKLER. I don't know anything about the office in New York at present, because I have not been associated with the bureau since the 1st of last May. So what I am telling you is past history. I should have stated that to you in the beginning.

The CHAIRMAN. You are not now connected with the bureau?

Dr. BUCKLER. No.

The CHAIRMAN. When did you sever your connection with the bureau?

Dr. BUCKLER. The 1st of May last.

The CHAIRMAN. Why did you sever your connection?

Dr. BUCKLER. Because my appointment was canceled. It was not renewed. It expired the 1st of May, and they did not renew it.

The CHAIRMAN. Who took your place?

Dr. BUCKLER. Well, I had three places. That is a little difficult to explain. I think Mr. Munroe's nephew took one of my places. I think he was put in as what they call looking after the personnel of the boys.

The CHAIRMAN. Who is that?

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Dr. BUCKLER. I could not tell you his name. I have no memory for names. Possibly Mr. Griffin could tell you. I know this gentleman was there, and I asked who he was, and they said he was a nephew of Mr. Munroe's. He didn't stay very long, I don't think. I don't think they found it very satisfactory work. You see I had a good many positions, and it is a little hard for you to understand. First of all I was assistant D. V. O.; then they reorganized the office in Washington and abolished the assistant D. V. O. and put me in charge of the office that had direct contact with the boys—personnel office, they called it. Then they made me chief medical officer, so that I had charge of the organization of the medical department there. Then I was put on the case board, as you see, so that I was acting in three capacities, personnel officer, looking after the medical department, and being on the case board.

The CHAIRMAN. Now, Dr. Buckler, you have read these charges against the board, have you not?

Dr. BUCKLER. No; I am ashamed to say I have not. I had not heard of them until just the other day.

The CHAIRMAN. Some fairly serious charges have been made as to the effectiveness of the rehabilitation work as organized under the Federal Board. What is your opinion about the effectiveness of the work, whether it was not what it might have been or should have been, and whether it could have been corrected?

Dr. BUCKLER. I think most decidedly it was not what it should have been. I don't think under the existing circumstances it could have been what it should have been.

Mr. KING. Why?

Dr. BUCKLER. Because I don't believe you can have a group of men in one city running an organization in another city, of which they have no personal knowledge, making all the appointments, making all the removals, not consulting the head of that district at all as to what is being done in it, and at the same time you can see yourself in the first place you can not keep up the morale of any staff where the man who is in charge has nothing to say about the people under him, and they are removed and transferred and sent there without even consulting him.

The CHAIRMAN. Doctor, before I reach that particular line of questioning, there has been a good deal said about the salaries, about the ineffectiveness of the work because of the salaries. What have you to say about that?

Dr. BUCKLER. I do not agree with what has been said. I do not think the salary plays any part in it. I believe it would be quite possible in the beginning of this work to have gotten men in every district, volunteer men, because I think the character of the work appealed so strongly to men of the right spirit. I know it could have been done, because I knew men who were willing to do it. I think most men felt just as I did, that this was a tremendous debt that we owe to these boys, and we were ready to give two or three years of our lives, of our time, to pay that debt.

The CHAIRMAN. In the manner of selection, is it your judgment that the best men were selected that were available?

Dr. BUCKLER. I do not know what men were available. I should say there could have been a better choice than that.

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The CHAIRMAN. What about the selection under the Civil Service regulations?

Dr. BUCKLER. Well, it is rather difficult to answer that, because at that time most of the men in the office were not under the civil service. They were put on a probationary period until they passed their Civil Service examination. So it was rather difficult to say, but I do not believe there would have been a great deal of difficulty if they had a very high type of man.

The CHAIRMAN. To be specific, one charge is that the board has neglected the disabled men.

Dr. BUCKLER. You mean neglected them by not giving them proper attention when they came?

The CHAIRMAN. Probably, and also by unnecessary delay.

Dr. BUCKLER. I think there has been unquestionably a great deal of unnecessary delay. It was inevitable. You could not help having unnecessary delay when you were trying to run five or six centers from a central place.

The CHAIRMAN. That would not be necessary except under the organization. What I want to know, and what the committee wants to know, is whether all was done that could be done.

Dr. BUCKLER. No. You mean under the existing circumstances? I think if they had put a man in charge of each district——

The CHAIRMAN. I did not say under existing circumstances, but under the law. The law authorized the rehabilitation of the soldier, and created the board. The board was organized to undertake the administration of it. Now, was all done that could be done, or was what was done what should have been done, and inevitable, and what could not have been prevented?

Dr. BUCKLER. Absolutely it could have been prevented. I think if each district had been put in charge of a man who had been left to work out his own problems with his own staff, I do not think there would have been this delay, but the moment you try to keep a group here handling groups all over the country, and with no knowledge of local conditions, you see what will happen.

The CHAIRMAN. I do not know how it seems to the committee, but it seems to me that that would be a cause of delay, so that if there is a charge that there was delay, it would not be surprising to me if it was due to that.

Dr. BUCKLER. I think undoubtedly there was a good deal of delay, and I think it was undoubtedly due to that.

The CHAIRMAN. What would you say about the board neglecting disabled men, and not doing all that it might do?

Dr. BUCKLER. You mean not giving as many training as was contemplated by the law?

The CHAIRMAN. As well as not giving the training to the persons who ought to have had it, individually.

Dr. BUCKLER. Well, I think there could have been in many cases a little broader interpretation of the law. I think quite a number of cases were turned down that should have had training.

The CHAIRMAN. Have you familiarized yourself sufficiently with the law as we have it to enable you to say whether there ought to be any change in the law?

Dr. BUCKLER. I have not read the law for some time, because I have been doing other work. As far as I remember, the law was

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quite broad enough to cover all the cases. I think it is the interpretation of the law and the carrying out of the law which has been faulty. I do not believe any man would have been jailed if he had gone a little bit outside of the law in this case.

The CHAIRMAN. Did you ever get the impression while you were working with the board that you were limited because Congress was not giving what was necessary?

Dr. BUCKLER. Well, Dr. Prosser was continually telling us that we could not have any more people, and we could not do this, because he was having a great deal of trouble getting money, and he would have to go before the committees, but I personally feel that there is not any amount that could have been asked for that Congress would not have given. I think every man who had a hand in drawing that law, and every man who had a hand in the administration of that law, felt, just as I felt, that this was a big debt that we owed these boys, and nothing was going to stand in the way of paying it.

The CHAIRMAN. There is not any doubt, Doctor, but what every person who had a part in the drawing of the law, and every committee, felt just that way and was ready to meet the demand. The Appropriations Committee, which is the watch dog of the Treasury, must have the facts presented to them, in order that they can see the necessity for the money, or it will not be granted.

Dr. BUCKLER. In answer to that, the only thing I can say is that I did get a talk with Dr. Prosser occasionally. I think he was at the office twice in the six months I was connected with it, but occasionally I did get him outside and we did have one talk on that subject, and he spoke then of the amount of money he was asking for, and it was so totally inadequate, as compared to what even I, with my little experience in New York, could see was necessary, that I exclaimed at the time, "Why, Dr. Prosser, that would not carry our district here in New York, what you are asking for." I do not know whether the men in Washington ever took the trouble to find out what this thing was going to cost, or whether they did not have the vision to see what work was going to develop, or whether they thought there might be some way of restricting the number of cases, but it was perfectly obvious that you absolutely could not ask too much.

The CHAIRMAN. Taking a view of the number of men that will likely be eligible for training under a rather liberal interpretation of the law, and the number that has already been put in training, has the work been sufficiently expeditious to avoid the charge, for example, that there has been neglect of duty?

Dr. BUCKLER. I do not think I quite understand. Do you mean to say is any boy who has been trying to get the training and has not gotten it so far justified in feeling he has been neglected?

The CHAIRMAN. There were so many persons wounded. Of that number, under a liberal interpretation of the law, there are to be so many rehabilitated. Taking the number up to date that have already been accepted for training and put under training, has it been sufficiently expeditious?

Dr. BUCKLER. No. I think if each district had been manned by the type of man who was interested only in carrying out this work, and they had been left to work out their own problems without having to refer things back to Washington, without the inevitable

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delay that always came when anything went to the central office, that the work would be a year or two years ahead of what it is now. That, of course, is assuming you could have had the type of men in it who were whole-heartedly in this work.

The CHAIRMAN. What recommendations, if any, have you in the way of improvements in the service.

Dr. BUCKLER. I should decentralize it at once.

The CHAIRMAN. You have already suggested that. Is there any other?

Dr. BUCKLER. Yes, I should put in charge of each specific division a man of the type who realized what this work meant, and was giving up his life to it.

The CHAIRMAN. Would they be difficult to get?

Dr. BUCKLER. I am sure they would not be difficult to get. I think at one time we could have gotten a number of such men who were eager and would have been willing to give up four or five years of their lives.

The CHAIRMAN. What else would you do?

Dr. BUCKLER. I would let each man pick his own employees, without regard to any suggestion of any faction or any group.

The CHAIRMAN. What do you mean by that?

Dr. BUCKLER. I mean that if, we will say, you were in charge of a district, and you would say, "I am going to appoint Mr. Smith, Mr. Jones, and Mr. Evans, and it does not make any difference whether anybody suggests that they would like to have Mr. Brown, or Mr. White appointed, I am going to appoint the men I want."

The CHAIRMAN. Let me see if I get what you have in mind. You would want to have some say as to the character of men who work under you?

Dr. BUCKLER. I would want to have all the say if I were responsible for that bureau. I would want to have all the say as to the character of men who worked under me.

The CHAIRMAN. How could the board, which is responsible to the Government, be assured that the law will be carried out, if they passed that responsibility over to you?

Dr. BUCKLER. Because they will have to do, as you have to do in every concern, hold your head man responsible. If the board found that I had appointed a group of men who were continually violating the law, or who were not acting according to their interpretation of the law, they could come right straight back to me, but I do not think you can possibly expect to get efficient work if you have a small group in one place, totally unfamiliar with conditions, trying to run a bureau in another place.

The CHAIRMAN. What other recommendations have you to offer?

Dr. BUCKLER. Well, I think they would come pretty near to solving this problem.

Mr. TOWNER. Just along that line, doctor, we had some suggestions as to further decentralizing the work by making the districts very much smaller. For instance, it was suggested that you make the State the center. It has even been suggested that you make the congressional district the center. I am going to ask you this, after having talked with some of the gentlemen regarding the congressional district proposition. You know, a congressional district has about

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200,000 people. Outside of cities that have a population of 250,000, which would be in excess of one district, there would probably be about 350 districts in the United States. It has been suggested that one man, one good man, placed in each congressional district, with the assistance that he could secure from the American Legion, the Red Cross, and the volunteer organizations, as well as the service of volunteer individuals, would be practically enough to take care of that district.

In other words, you would probably have to hire one good man at a salary of, say, $3,000 a year for each congressional district, and you would have to furnish him with a stenographer, and he would then be placed in a position in which he could rapidly dispose of the cases placed directly in his charge. In the cities, of course, you would have a larger population taken care of by men who would probably have to receive a salary of, say, $5,000 a year, but a great city like New York, for instance, would probably be divided up into three districts, Brooklyn, Manhattan, and the Bronx. That is just by way of illustration in order that you may get the idea in my mind. What would you say as to the possibility of that kind of rehabilitation service?

Dr. BUCKLER. I think it would be an advantage. You could keep in much closer contact with the group of men in your district. You would have fewer men to deal with. Of course, you would be increasing the number of the type of men that you would want to take charge of your districts. If you could get 350 men of the type you want as easily as you could get 25 men of that type, I think there would be many advantages in what you suggest. You would certainly come in closer contact with the men. It is almost vital to keep in contact with these boys.

Mr. TOWNER. That, of course, is the attractive feature of the proposition. It is the desire of the committee not merely to hear complaints, not merely to consider them, and not merely to put the blame upon those who are responsible for it, although we should not hesitate to do that, but I think it is the purpose of the committee to try to make some effective recommendations, to report some effective measures just as soon as possible to Congress, if legislation is needed, so as to improve the work and remove these conditions, and especially take care of these cases speedily. That seems to be the greatest trouble now, to form some plan for taking care of these cases and getting them disposed of and cleaned up as fast as possible. If there is any further suggestion you can make in regard to that matter, I am very sure the committee would be very glad indeed to hear it.

Dr. BUCKLER. Well, as I have said, I believe the solution of the problem is to take your districts—and I do not know whether you should make them congressional districts or whether you should keep the present districts—and put a capable man of the right spirit in each one, and let him work out his own solution in his own district. I believe a great deal of money can be saved in that way. I feel there has been a great deal of waste of money. I know I have saved hundreds of dollars in the New York office myself that would have been wasted, and probably is wasted.

Mr. TOWNER. Is there any other suggestion that you have in mind, Doctor?

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Dr. BUCKLER. Well, I think that is the right road to a solution of the problem.

Mr. DONOVAN. Doctor, I would like to ask you in regard to the civil service. Are you familiar at all with its application?

Dr. BUCKLER. Well, only in my own case.

Mr. DONOVAN. That is the best experience, probably.

Dr. BUCKLER. It is rather interesting. You see, I was appointed assistant D. V. O., and just as a matter of interest, I did not know I had to come up for civil service examination until a few hours before the papers came to New York. I was very ill at the time with influenza there at the office with a temperature of 103, but I filled out my papers and wrote my thesis in a few hours without ever looking over the qualifications, and I found when I sent in my papers applying for the position of D. V. O., that I did not have the qualifications of D. V. O. which were required, such as being the head of some mercantile establishment, or of some college, or something of that sort, so my papers were sent back, not on the ground of my personally failing to pass, but because I did not fulfill the necessary qualifications. If I had sent in my papers as an applicant for the position of ordinary vocational adviser, it would have been all right. Of course, in choosing men, when you take up the question of civil service, you might lose a very valuable man just for that reason, that he may not have been a college professor.

For instance, the civil service may require that you shall have taught in a college for two years. You might be the very best man in the world to interview the boys, and yet not have taught in a college. I think that the principle of civil service is all right, but I think that in dealing with a human problem like this—and it is a human problem, and you are dealing with human beings, and taking boys and reconstructing them, giving them hope and courage to go out and become useful citizens—the man who can sometimes do that best might not qualify under the civil service. He might have all the literary qualifications, but might not fulfill the specific requirements that a man has to have for that certain thing. I think that is where you would get into trouble in your districts, if you have got to get 325 men, or whatever the number may be, who have been college professors, and will fulfill the other requirements, and be the type of men that you want.

Mr. TOWNER. Your recommendation would be to do away with the civil service in appointing them?

Dr. BUCKLER. I think so. I think it is much more in the nature of a human question than it is get to somebody who has done certain things.

Mr. TOWNER. As I understood you, you said you would give to the chief the absolute power of appointing all the men in the New York division, for instance?

Dr. BUCKLER. Yes, if he had the right qualifications.

Mr. TOWNER. In other words, you would make it all dependent upon him to get the right men, and you would hold him responsible?

Dr. BUCKLER. I think you would have to, because you have got to hold him responsible in the last analysis.

Mr. DONOVAN. What was your experience which you started to relate? As the result of your failure to supply this information

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which was requested, and which you omitted, was your appointment canceled for that reason, that you did not meet the civil service requirements?

Dr. BUCKLER. That was one reason. That was the ostensible reason.

Mr. DONOVAN. Is it not true that in the Public Health Service, which probably comes nearest of anything I can conjure or bring to mind that has this type of problem, where the Public Health Service doctor comes in contact with the patient, etc., they have to apply the civil service requirements in the appointment of those doctors and administrative officers?

Dr. BUCKLER. There you are dealing with a specific profession. You have got to have your qualifications as a physician first, in order to hold a position of that kind, or as some sanitary expert. There you are dealing with a specific type. It would be very foolish to appoint a very fine type of man in a position as physician, if he did not know anything about medicine.

Mr. DONOVAN. Is it not generally true throughout the Government that in all instances the local or district authority operates in the first instance, and then the matter goes through the various channels to the home office in Washington, and is it not also true that in big enterprises such as insurance companies and banks, that may have branches throughout the different communities of the city, that they generally have through channels from the individual that is dealt with in the case of the borrower, the lender, and the applicant for life or fire insurance, and is it not the general policy that the individual makes his application to the branch office, and that it goes step by step to the home office for determination?

Dr. BUCKLER. That I could not tell you.

Mr. DONOVAN. Well, that is so in the life insurance business, is it not?

Dr. BUCKLER. Yes, to some extent it is, but I think it is very rarely questioned, except in the case of very large policies. If you applied for a policy of $500,000, they might ask you to come to New York to be examined.

Mr. DONOVAN. Is it not submitted to the examiner general at the home office to pass upon?

Dr. BUCKLER. Yes, as a matter of routine.

Mr. DONOVAN. And they might reject it?

Dr. BUCKLER. They might.

Mr. DONOVAN. On a review?

Dr. BUCKLER. But I do not know that they would.

Mr. DONOVAN. I can not say that they would, but they might. Not that I am criticizing the advantage or disadvantage that you suggest in that matter. You said that you thought that the interpretation of the law was not broad enough, and that no man would have been jailed if he had given a broader interpretation to the law, and then, in reply to Judge Towner, you said that if you made the man absolutely responsible in the D. V. O. office, and those that are under him directly, and he did not interpret the law strictly, then he could be removed. Those two propositions I did not quite catch, and I wondered how we could work that out.

Dr. BUCKLER. What I meant was that if a mistake had been made, if he had recommended a man for training who, under the strict

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interpretation of the law, would not be entitled to training, I do not believe that there would have been any disposition on the part of any member of Congress to hold him to any strict account for it. I think you would have said that it was a case where the man ought to be helped along.

Mr. DONOVAN. Would not that matter of the interpretation of the application of the law be largely subject to review by the legal department of the Vocational Educational Board, rather than any member of Congress?

Dr. BUCKLER. I did not mean that. I meant there are certain cases where it is a question whether a man could return to his former occupation.

Mr. DONOVAN. Would you think, then, as a general proposition, that the board and its attaches or employees, where it came to a close question of discretion, would exercise that discretion in opposition to the injured or crippled soldier?

Dr. BUCKLER. No; I would not say that. I think in a great many cases, probably the majority of cases, the soldier gets the benefit of the doubt. I think there are some cases where the soldier might not get the benefit of the doubt.

Mr. DONOVAN. But it would be a very small percentage, would it not?

Dr. BUCKLER. I think it would be a small percentage.

Mr. DONOVAN. What was the policy under your administration?

Dr. BUCKLER. In our office?

Mr. DONOVAN. Yes; when you were there.

Dr. BUCKLER. I think we were pretty conscientious, and I think we gave every man a very square deal.

Mr. DONOVAN. I have no doubt you did.

Dr. BUCKLER. I think if there was any question, we were apt to lean toward the man himself.

Mr. DONOVAN. I think that is right, and no doubt you did. It has been stated here that the cost for training a man was about $1,500, for support and all the items, and that there were 3,000 men at this particular time eligible for training in New York. That would make something like $4,500,000, as I recall it, for the year's appropriation. As to the number of 3,000 being in New York I am not positive, but that was the ratio, $1,500 a year, and 3,000 men. That alone would be $4,500,000 would it not?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And the appropriation that was asked for by Dr. Prosser, I think, was $10,000,000.

Mr. TOWNER. $6,000,000.

Mr. DONOVAN. $6,000,000, and Congress allowed $4,000,000 did it not?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And then after the bill was vetoed by the President, Congress allowed $8,000,000.

Dr. BUCKLER. $14,000,000 I think was the second appropriation.

Mr. DONOVAN. I mean that particular appropriation. The other appropriation, of course, was $10,000,000, and ultimately there were $14,000,000. Is it your opinion that when Dr. Prosser told you he could not supply these men, that that was just a flippant statement, or that he meant it?

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Dr. BUCKLER. He certainly made me understand that Congress was not going to give him the money.

Mr. DONOVAN. You had 112 discharge points, did you not?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And you had 11 men covering them?

Dr. BUCKLER. I would not like to be specific, but we had between 10 and 15.

Mr. DONOVAN. Do you not believe that if the men were available at this time when the system was really breaking down, you would have had them if it was possible to get them for you? Do you believe that Washington, or the central authority, had any disposition to curtail you in the matter of men, if it could supply them?

Dr. BUCKLER. Dr. Prosser told me he could not supply them; he did not have the money to do it.

Mr. DONOVAN. As I understand it, your letter of introduction to Dr. Prosser was given you by a friend, in the first instance?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And your purpose was to become a volunteer worker?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And that you came on here and Dr. Prosser was not here?

Dr. BUCKLER. Yes.

Mr. DONOVAN. He was in New York?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And then you came again?

Dr. BUCKLER. I went back to New York.

Mr. DONOVAN. And missed him there?

Dr. BUCKLER. I missed him there.

Mr. DONOVAN. And then you returned to Washington?

Dr. BUCKLER. No; then they told me here in Washington that they did not know anything about him, or when he would be back. When I got to New York they said he was at the Belmont, and when I got to the Belmont I found he had gone, and I did not know what to do. I went down to the office thinking I might catch him there, at the office at 280 Broadway, and I went in and saw Mr. Griffin. I did not know him.

Mr. DONOVAN. You never knew Mr. Griffin before?

Dr. BUCKLER. No.

Mr. DONOVAN. Did you tell Mr. Griffin at that time that you were there offering your services in a volunteer capacity?

Dr. BUCKLER. Yes—well, I did not put it in that way. I said I wanted to work for them, and he told me that he thought it was only fair to tell me that they could not afford to pay anything because they had no money; that if I cared to work as a volunteer that that would be much more satisfactory.

Mr. DONOVAN. When you went to Mr. Griffin, was it your idea to ask for compensation?

Dr. BUCKLER. Not at all. Compensation has never cut any figure with me at all.

Mr. DONOVAN. Let me get that straight. I was rather confused. I understood you to say that you went in and saw Mr. Griffin, and he said they were not appointing any additional employees because they had no money to pay.

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Dr. BUCKLER. Yes.

Mr. DONOVAN. And that you then said it did not matter; that you wished to volunteer?

Dr. BUCKLER. I did not have a chance to say anything else. I should have volunteered anyway. He merely thought he ought to explain to me at once that there was no opportunity. I presume he had a number of applicants.

Mr. DONOVAN. Did you see Dr. Prosser after that?

Dr. BUCKLER. I saw Dr. Prosser after that; yes.

Mr. DONOVAN. When you saw him, did you explain to him that this was a matter of your human interest and sympathy in this matter?

Dr. BUCKLER. Absolutely.

Mr. DONOVAN. And you wished to volunteer?

Dr. BUCKLER. Yes.

Mr. DONOVAN. And he said he could not accept your services, or that he would not?

Dr. BUCKLER. He said he would prefer that I be on a salary basis.

Mr. DONOVAN. And your entire connection with the board was on a salary basis?

Dr. BUCKLER. From that time on.

Mr. DONOVAN. Although you were not ever under the civil service?

Dr. BUCKLER. No. I would not call it a salary basis, because I never assumed for one instant that I was getting a salary adequate for my services.

Mr. DONOVAN. What did you assume you were getting? What did you assume this $2,400 was?

Dr. BUCKLER. It was salary, but I mean to say you could not hire me for $2,500 to do any work outside of this type of work.

Mr. DONOVAN. And they could have had your services for nothing?

Dr. BUCKLER. Absolutely, at any time.

Mr. DONOVAN. Then during that entire period you were receiving this $2,400?

Dr. BUCKLER. Yes.

Mr. DONOVAN. But it was not salary, from your viewpoint?

Dr. BUCKLER. It certainly was salary, but I mean that if the appropriation had stopped, my work would have gone on, and I would not have stopped for lack of salary.

Mr. DONOVAN. Then your appointment was canceled by reason of your not meeting the civil-service requirements, as I understand it?

Dr. BUCKLER. Yes.

Mr. DONOVAN. How long after that cancellation came did you continue in the capacity as volunteer with the board?

Dr. BUCKLER. I did not continue at all, except to finish what work I was then doing.

Mr. DONOVAN. And that ended your relation?

Dr. BUCKLER. That ended my relation with the board.

Mr. PLATT. You stated, I think, in answer to a question of Dr. Fess, something about the number of men who did not know what kind of training they wanted. Was there a large number of men who did not know, and needed to be directed?

Dr. BUCKLER. I think the majority of the men really did not know. They had heard somebody say this was a good thing, or that was a good thing. You must remember that these boys had been through

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such a topsy-turvy existence for nearly two years, that they were not capable really of thinking very well about things. Take a boy who was taken out of his employment and sent to a training camp, and then transported across, and sent up to the front, and wounded, and sent to a hospital, and then back again, all in a few months, you might say—for men who had lived within a small radius of their homes that was a pretty upsetting experience. I do not think, under those circumstances, you could expect their judgment to be very stable. I think the majority of them really came to talk to you to find out what you thought and what you would advise.

Mr. PLATT. Rather than with any fixed views of their own?

Dr. BUCKLER. Yes. Some of them had very definite and fixed ideas, but some of them came really to say, "Doctor, what do you think I should do?" That may be only my experience. There were some men who may have written it down when you asked them, "What do you want to do?"

Mr. PLATT. In the case where soldiers were sent in for courses of training requiring a high-school education, and they had not had any more than a fourth grade education, or something like that, was that due to yielding on the part of the examiners, etc., to the wishes of the boys?

Dr. BUCKLER. No, sometimes a boy would tell you he had been through a certain class in the high school, or a certain class in the public school, a certain grade, and you would assume from that that he was prepared to go to the work he wanted to do. I think in a number of cases it was really done without any persuasion from the boy, and I think it was done honestly. Of course, this happened in many cases. Many of these boys had not been to school for perhaps seven or eight years, and when they started down to taking lessons, it was pretty much the same as if you or I had to go back to a desk, and they found they could not do it, and they found it irritating. I used to have from three to six of these boys every night in my apartment waiting to see me to talk over their problems, and sometimes I would say, "You have bitten off more than you can chew," and sometimes I would say, "You are only discouraged to-day, go back and try it again to-morrow."

Mr. PLATT. Were there any considerable number of boys who had been in some trade but were handicapped for pursuing that trade, and wanted to take up another trade?

Dr. BUCKLER. Oh, yes, most of these boys could not return to their former trade.

Mr. PLATT. I mean another mechanical trade?

Dr. BUCKLER. If a man had any bent for any particular line of work, it was my policy to try to utilize that in any new occupation that I put him in.

Mr. PLATT. Was there a tendency on the part of the board in Washington to economize by holding the boys out of training rather than in other ways?

Dr. BUCKLER. I do not think I ever found very much of a tendency on the part of the board in Washington to economize in anything like that, no. I think if we could have put a lot of boys in training in Washington, our work could have been saved in some other directions. I think there was a lot of money wasted.

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Mr. PLATT. Then it was not that they did not have the money for the purpose?

Dr. BUCKLER. I want to qualify that. Dr. Prosser explained that to me. It escaped my memory. He explained that by saying that when he put in his application he was held down to a certain amount for specific things, and he made a mistake. He asked for so much for one thing, and not enough for salaries, and he told me he was going to go before the committee of Congress and try to get another appropriation, or get that changed. That escaped my memory. It has been a year since I have had anything to do with this.

The CHAIRMAN. Your lump-sum appropriation was not segregated when Dr. Prosser first submitted it to the committee, and the Senate and House committees had a joint session, and it was persisted in by certain Members that you must segregate, because Congress would ask you, "What are you going to use this for?" and they are very much against lump-sum appropriations, and finally they did segregate it, which was a very unfortunate thing.

Dr. BUCKLER. I think that explains why Dr. Prosser said he could not give me any more men, but he could give me stenographers. I should probably have told you that. I did not mean to create any false impression.

Mr. PLATT. That was undoubtedly an unfortunate thing to do. They should have given you a lump sum. Therefore none of these delays that existed were due to a desire to hold back money that would have to be paid?

Dr. BUCKLER. No, I do not think that had anything to do with it. It was due to the disorganization of the central office.

Mr. PLATT. Did you run across any considerable number of boys who were not entitled to any training at all, but were simply trying to work in on this thing?

Dr. BUCKLER. I think you can say that no boy came up for training who was not entitled to it. There were one or two cases where the boys were in some doubt, and a great number of cases where the boys were willing to pay for this training rather than not get it, if we would just supervise it for them; but I do not think any of the boys that I ran across were trying to get it when they were not entitled to it. On the contrary, there were quite a number of the boys who wanted to cooperate in every possible way.

Mr. PLATT. You put the boys in two classes. In one class were those who required maintenance, and in the other class there were those who merely required training and who had their books paid for. Was there any more delay in approving one class of cases than the other? Did both classes have to go to Washington for approval?

Dr. BUCKLER. Yes; I think both of these classes of cases went to Washington for approval. I am not positive about that.

Mr. PLATT. Was there any more delay in approving one set of cases than the other?

Dr. BUCKLER. I think not.

Mr. DALLINGER. Doctor, you have always lived in New York?

Dr. BUCKLER. No, indeed; my home is in Baltimore.

Mr. DALLINGER. Were you living in New York at the time the vocational educational legislation was passed?

Dr. BUCKLER. Yes; I have lived in New York since I came back from Europe.

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Mr. DALLINGER. You were in Europe during the war?

Dr. BUCKLER. I came back three months after war was declared. I came back from the Belgian relief.

Mr. DALLINGER. Were you a practicing physician in Baltimore?

Dr. BUCKLER. Yes.

Mr. DALLINGER. What college did you graduate from?

Dr. BUCKLER. You mean in medicine?

Mr. DALLINGER. Yes.

Dr. BUCKLER. The University of Maryland.

Mr. DALLINGER. How many years were you practicing?

Dr. BUCKLER. I was in active practice 14 years.

Mr. DALLINGER. You were engaged in Belgian relief as a volunteer?

Dr. BUCKLER. Well, I was on the committee in Maryland for raising funds; yes. It was an entirely volunteer committee.

Mr. DALLINGER. You began to do that work before the United States went into the war?

Dr. BUCKLER. Which work?

Mr. DALLINGER. The Belgian relief work.

Dr. BUCKLER. Yes.

Mr. DALLINGER. You were giving all your time to it?

Dr. BUCKLER. Practically, yes.

Mr. DALLINGER. You practically gave up your profession?

Dr. BUCKLER. Oh, yes.

Mr. DALLINGER. Had you gone to New York to practice medicine?

Dr. BUCKLER. No, no. I went up to New York rather by accident. I had a friend who went into the Navy, and he was associated with Navy relief, and he was very anxious to get somebody—he had to go right away, he was ordered to California at once, and he wanted somebody to go in and do his work, and I was right there, and I volunteered to do it for him.

Mr. DALLINGER. How long were you engaged in the Navy relief work?

Dr. BUCKLER. About a year.

Mr. DALLINGER. You received no compensation for it?

Dr. BUCKLER. No.

Mr. DALLINGER. You were paid just your living expenses?

Dr. BUCKLER. Absolutely.

Mr. DALLINGER. How long were you in the New York office of the Vocational Educational Board?

Dr. BUCKLER. I went into the New York office, I think, some time toward the end of November, possibly the last week in November, 1918, and I left in the first week of May, 1919.

Mr. DALLINGER. And during that time were you doing volunteer work without receiving salary?

Dr. BUCKLER. Up until the 4th of January, when my appointment came through from Washington.

Mr. DALLINGER. You did not get any back pay for the month of December?

Dr. BUCKLER. Oh, no.

Mr. DALLINGER. I want to make that clear. You were there under Mr. Griffin?

Dr. BUCKLER. Yes.

Mr. DALLINGER. Mr. Griffin was the director, the district director?

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Dr. BUCKLER. That was his title; yes. He was district director.

Mr. DALLINGER. And you were assistant director?

Dr. BUCKLER. I was assistant.

Mr. DALLINGER. I understood you to say that there was a good deal of delay due to the fact that there were a lot of boys coming there and standing outside of the office in the corridors, with no chairs for them, etc. That was so, was it?

Dr. BUCKLER. Oh, yes; and it was very unfortunate.

Mr. DALLINGER. To what was that due, lack of office space?

Dr. BUCKLER. It was due to a lack of office space.

Mr. DALLINGER. The vocational board had plenty of money for office space, did it not?

Dr. BUCKLER. I do not think you could persuade Mr. Munsey to think so. They were paying no rent, so we were practically turned out of our quarters for the nonpayment of rent.

Mr. DALLINGER. That was at 280 Broadway?

Dr. BUCKLER. That was at 280 Broadway; yes.

Mr. DALLINGER. You say you were turned out?

Dr. BUCKLER. Practically. We tried to get Mr. Munsey to enter into a new contract, and I have forgotten the name of the gentleman I talked to, but he said they had not been paid any rent.

Mr. DALLINGER. Well, it was not because the vocational board did not have a sufficient appropriation in their budget to pay office rent, was it?

Dr. BUCKLER. Well, that I could not tell you; I only know that the rent was not paid, according to what they told me.

Mr. DALLINGER. Is it not a fact they they got larger quarters later?

Dr. BUCKLER. Yes; we got larger quarters later.

Mr. DALLINGER. The second reason that you gave for the delay in dealing with these applications was that you did not have a sufficient force?

Dr. BUCKLER. No; we did not have them; no.

Mr. DALLINGER. That is right?

Dr. BUCKLER. Certainly. We did not have 25 people in our whole outfit there.

Mr. DALLINGER. How many doctors did you have while you were there?

Dr. BUCKLER. I should say for the first three months we had the services of one doctor, for, you might call it, half a day. He was usually there about three hours in the afternoon.

Mr. DALLINGER. Three hours each day?

Dr. BUCKLER. Maybe a little longer. He came there after luncheon, and stayed there until the office was closed.

Mr. DALLINGER. How was he paid; so much a case?

Dr. BUCKLER. I think he was paid so much a day. I am not sure. I know he was paid quite a good deal, but I do not know how much it was. I remember seeing it at the time, but it has escaped my memory.

Mr. DALLINGER. You do not recall whether he was paid so much for each soldier he examined, or whether he was paid so much per day?

Dr. BUCKLER. I think he was paid on a per diem basis, because I know that when it came to keeping him on, the situation became such that it was impossible to handle the medical end of the office with only this one doctor there from 1 to 5, we will say. He could not see the

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people. There were so many cases to be attended to. He was very capable, and could not have done the work there if he had not been unusually capable, but the salary that I understood he was getting, or that he wanted, was larger than the board was willing to pay. It is a difficult thing to get a physician—that is, the type of physician you want, and who is capable—but after considerable trouble I found a doctor living in New York who had done a great deal of diagnosis and had been an examiner for a number of large benevolent insurance companies, and I finally got Dr. Richardson interested to such an extent that he was willing to come for $3,000 a year which, of course, was a very small salary.

Mr. DALLINGER. And you made a recommendation to the director?

Dr. BUCKLER. I made a recommendation to Washington two months before we got anything done there.

Mr. DALLINGER. In the meantime you got along the best way you could with the doctor you had?

Dr. BUCKLER. Yes; and the boys came back and came back.

Mr. DALLINGER. How many cases did you have per day during that time, roughly? Did you have 100 a day?

Dr. BUCKLER. More than that.

Mr. DALLINGER. More than 100 a day?

Dr. BUCKLER. Yes.

Mr. DALLINGER. How many did this doctor that you had have during the day?

Dr. BUCKLER. Of course, all of these cases were not new cases, the ones I mentioned as coming back. It would be hard to tell without the record just how many new cases came in each day. I should think they would run from 35 to 40 new cases a day.

Mr. DALLINGER. How many cases was the doctor able to take care of in the few hours in the afternoon?

Dr. BUCKLER. He was unusually quick in making the examinations. He made a splendid physical examination. I should think he took 15 or 20 cases a day.

Mr. DALLINGER. You think he could take 15 or 20?

Dr. BUCKLER. He could have, because he was a very good diagnostician.

Mr. DALLINGER. He only examined in the afternoon, I understand?

Dr. BUCKLER. Only in the afternoon.

Mr. DALLINGER. What happened to the boys that came there in the morning?

Dr. BUCKLER. They came back in the afternoon for examination.

Mr. DALLINGER. Did anybody tell them to go away and come back again, or did they wait?

Dr. BUCKLER. For instance, a boy would come and he would go and talk to the vocational advisor, you see, to get his recommendation and get his papers filled out, and then he would be told, "The doctor will be here after 1 o'clock, and if you choose to wait, it is only about 12, and you will probably get a better chance to see him right away, but if you choose to go out to your lunch and come back he will be here between 1 and 2."

Mr. DALLINGER. I understood you to say that while you were there, for four or five months, your total force never exceeded 20 or 25.

Dr. BUCKLER. No; I said in the beginning when we started our force.

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Mr. DALLINGER. How long did that continue?

Dr. BUCKLER. When we moved uptown, I should think somewhere along about February, we got an increase in our force. Dr. Prosser had an interview with me and he saw the necessity of giving us some more men, and I think they commenced to filter in after that, and he sent a doctor from Washington, from the central office here.

Mr. DALLINGER. How long was this doctor present there as the examining physician before you left?

Dr. BUCKLER. I think he got his appointment probably some time in March, and I think he is there still.

Mr. DALLINGER. So he was there about two months, or a month and a half, during the time you were there?

Dr. BUCKLER. Yes.

Mr. DALLINGER. Was he able to take care of all of these cases?

Dr. BUCKLER. No; we had another man there. In the meantime they had sent on another man, so we had two.

Mr. DALLINGER. They were both there all the time?

Dr. BUCKLER. Yes.

Mr. DALLINGER. In the morning and in the afternoon?

Dr. BUCKLER. They were there for the full time during the day; yes.

Mr. DALLINGER. And were they able to take care of all of the cases?

Dr. BUCKLER. Not every day. They had many cases come back.

Mr. DALLINGER. In other words, they would come one day and come back the next?

Dr. BUCKLER. Yes.

Mr. DALLINGER. Was provision made when you moved in the way of chairs for these boys to sit down?

Dr. BUCKLER. Yes; when we moved into the new quarters we had what seemed to be ample room. When the numbers increased very much, they outgrew the space. It is a pretty difficult thing to keep up with a great number of men coming in all the time, but in the new quarters undoubtedly the men were made comfortable.

Mr. DALLINGER. There was evidence before the committee here with regard to the discourteous treatment of the boys. Some of the boys testified that they came in and waited in this pen, as they called the outside office, and after waiting a long while they would go up and ask a civil question as to how long they would have to wait, and some one would say, "Sit down," and that the clerks would be talking about the next dance, and about some of their own private affairs, and it was testified to by some of the boys that the girls made fun of the boys. What have you to say about that?

Dr. BUCKLER. Of course, there may have been a few individual cases, but I know it was not done generally, because I was out in the office most of the time. I was constantly going in and out through the outer office and talking to the boys. I got to know some of the boys who had been coming in for some time, and I would talk to the new boys and try to explain to them why they were being held up, and try to expedite the work a little bit. There were some very impatient boys. I do not mean to make any contention on that, but they were nervous.

Mr. DALLINGER. How long from the time you first went to work there were you able to give your personal attention to these boys?

Dr. BUCKLER. Why, yes.

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Mr. DALLINGER. I say how long?

Dr. BUCKLER. How long was I able to give them my personal attention?

Mr. DALLINGER. Yes.

Dr. BUCKLER. To each boy?

Mr. DALLINGER. Yes.

Dr. BUCKLER. Well, that would depend on how many calls they made on you. I was right there where any boy who wanted to see me could come right up, and I was seeing the boys from morning to night.

Mr. DALLINGER. Right in that connection it was testified to by Mr. Griffin that the boys could see him at any time if there was any trouble or any complaint?

Dr. BUCKLER. Absolutely.

Mr. DALLINGER. If a boy came in and received discourteous treatment, how did he know to whom to make complaint?

Dr. BUCKLER. I was sitting in full sight, and often a boy would come over to me and say, "I have been waiting an hour," and I would take his name and say, "Now, let us find out what it is all about." The delay was usually occasioned in getting out the papers. There was a great deal of delay in getting out the papers.

Mr. DALLINGER. Did you ever go into the outside office?

Dr. BUCKLER. Yes; I was there all the time, in full view.

Mr. DALLINGER. In the outside office, where the pen was?

Dr. BUCKLER. I do not know what you are referring to by the pen.

Mr. DALLINGER. Well, it was that outside office, characterized by the boys as the pen, where the boys were forced to stand up, having no place to sit down, and where they waited for hours, and would come back in the afternoon, and when they asked about when they were going to be waited on, they received a discourteous reply. Now, I want to find out whether you were in that outside office, this pen, with some sign to indicate to them that you were the man to go to if they did not receive courteous treatment?

Dr. BUCKLER. I was in the outside office where the boys were practically all the time, and I was constantly circulating amongthem A great many of the boys knew me personally, and came over and would say, "I have been waiting here an hour. Can you not hurry me up?" I was expediting things as far as I could. A great deal of the delay came in getting out the cases. Let me explain to you what would happen. A boy would come there and his name was John Smith. John Smith's case had to be gotten out to get his record.

Mr. DALLINGER. How would there be a case there if he had not applied for it?

Dr. BUTLER. You mean the men that never had applied?

Mr. DALLINGER. I am talking about the first contact when the men first came in.

Dr. BUCKLER. As I recall, I went around the office pretty thoroughly. Inside of every half hour I would walk around among the men and talk to any of the men that I knew, and if I saw a strange face that had not been there before, I would know it was his first time, and if he said that his name had not been taken, I would say "Come up to the desk and I will register you," and I would take a piece of paper and find out where he was from, and what his ideas were, and very often take him over to the adviser and say, "This is Mr. So-and-so. Take charge of him."

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Mr. DALLINGER. Then the first person to whom the boy went was not a girl?

Dr. BUCKLER. There was a girl in charge of the desk; yes. She had all the records there, and as soon as he came up she took his name, you see, and then she referred him right away to one of the advisors. It might be that there were 15 or 20 of these boys who would come in, and she would say, "Dr. Buckler, this boy has been waiting 20 minutes," and I would go and see him and say, "I am sorry for this delay. We will fix you up in a few minutes." And then I would take him over to the advisor and say, "You stay here, and when Mr. Evans has finished with this boy, he will talk with you."

Mr. DALLINGER. As I understand, all the girl at this desk did was to take the boy's name.

Dr. BUCKLER. She took his name and got his folder out. I mean the old boys. When they were new boys, she took their names.

Mr. DALLINGER. I am talking about the new boys.

Dr. BUCKLER. She took their names.

Mr. DALLINGER. I want to know the first impression the boy got. I understand that she took his name. Did she take anything else.

Dr. BUCKLER. She would ask him how long he had been discharged, and if he had been there before, and if he wanted to see any specific person, and after he had waited a few minutes, she would give him his card and his number.

Mr. DALLINGER. Did she make out a card for him?

Dr. BUCKLER. Yes, sir.

Mr. DALLINGER. Did she have a regular blank that she filled out, or did she simply take these things down on a pad?

Dr. BUCKLER. As I remember, she had the regular record, and she would give him a number, for instance, No. 4, and then, if the advisor was free, she would go to No. 4 and take him over to the advisor, and the advisor would talk to him.

Mr. DALLINGER. Did she designate the advisor that each boy would have?

Dr. BUCKLER. Usually they would take the first one that was brought. They went as fast as they could. There were a great many men coming in, and a comparatively few men to interview them.

Mr. DALLINGER. As I understand, Doctor, during the five months you were there as assistant director, you never saw any of the girls or the men in this outer office treating any of the boys discourteously?

Dr. BUCKLER. No; I do not think I ever did.

Mr. DALLINGER. And if any soldier who came to apply for training had been treated discourteously you were in the room and would probably have seen it?

Dr. BUCKLER. I would probably have seen it or would have gotten to him.

Mr. DALLINGER. So you want to tell the committee that, in your opinion, during all that time there was no discourteous treatment of the soldiers?

Dr. BUCKLER. There might have been a case or two where the boys who came in were impatient. In most cases where the boys were delayed for a long time and would come over and say, "I have been here all morning," I would usually find out that it was because his folder had not been found.

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Mr. DALLINGER. When you moved up to the other place, you had larger quarters?

Dr. BUCKLER. Yes; very much better quarters.

Mr. DALLINGER. When you moved up to the other place did every boy that came in there have to apply to this one girl, in the first instance, just the same as before?

Dr. BUCKLER. No; when we got up there we had more people. I think there were three girls at the desk.

Mr. DALLINGER. In other words, there were three girls at the outside desk?

Dr. BUCKLER. Yes, sir.

Mr. DALLINGER. Any one of whom could take the boys' name?

Dr. BUCKLER. Any one of whom could take the boys' name.

Mr. DALLINGER. Was there much waiting there?

Dr. BUCKLER. Yes; there was always waiting for the folder.

Mr. DALLINGER. I am speaking about the new boys.

Dr. BUCKLER. I do not believe there was much waiting in the case of the new boys.

Mr. DALLINGER. You do not think the new boys had to wait long?

Dr. BUCKLER. Not very long. Some had to wait to see the doctor after they had waited to see the adviser.

Mr. DALLINGER. When you got into the new quarters, during the time you were there were you in the outside office so that you could see whether the boys were treated courteously?

Dr. BUCKLER. I was right there where they came in.

Mr. DALLINGER. You were always on the outside?

Dr. BUCKLER. Right in full view.

Mr. DALLINGER. In full view?

Dr. BUCKLER. Yes.

Mr. DALLINGER. It is your testimony here under oath to this committee that being for five months practically all the time during office hours in the outside office where the boys came in, that there was no case of discourteous treatment?

Dr. BUCKLER. As far as I know. I never saw any.

Mr. DALLINGER. If there had been, you were in a position where you ought to have seen it?

Dr. BUCKLER. I ought to have heard it. The boys could easily have gotten to me and reported it.

Mr. DALLINGER. Do I understand that it is your opinion that the cause of the delay was in the case of boys that had come in and whose history had been taken, and who were not examined the first time, and who came in again; is that right?

Dr. BUCKLER. And his folder was lost.

Mr. DALLINGER. And whose folder was not there, or was mislaid?

Dr. BUCKLER. Yes; there was a great deal of delay in getting out the folders.

Mr. DALLINGER. You attribute it entirely to the fact that all of these cases had to be sent to Washington?

Dr. BUCKLER. No. You asked me something else. I do not attribute the delay in the case of boys who had to wait in the New York office to Washington at all, because his case did not go to Washington.

Mr. DALLINGER. Then what was the cause of the delay? Was it because you had a defective filing system?

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Dr. BUCKLER. In that office, yes. That was the principal difficulty, in handling those folders. People would take them out. Sometimes there would be 30 folders placed on a man's desk. Let me tell you what would happen. Perhaps I can explain. I would come in, and after a course of training had been recommended to me, perhaps the particular man that I had been referred to would be in the training department. I would go to him with my folder and would talk it over, and he would decide perhaps that I was to go to the Y. M. C. A. school of automechanics and would say, "Come back next Wednesday, or day after to-morrow, or to-morrow, and we will have your papers made out." In the meantime that folder would lie on his desk, and possibly 20, 30, or 40 folders would accumulate on top of it. The boy would come back the next day, and when they went to get his folder the folder would be missing. They would know the folder was in the training department, or the doctor might have taken it. They might have sent it over to the doctor to ask a question, and sometimes it look them an hour to find that folder.

Mr. DALLINGER. Doctor, that is a lack of system, is it not?

Dr. BUCKLER. It was a decided lack of system in the folder department. Mr. Blair was in charge of that. They tried method after method to try to simplify it, but it seemed almost impossible to get this folder back in the files every night.

Mr. DALLINGER. You did not tell these training advisers that after they had gotten through, that they should put the folder back so that it would be in the same place?

Dr. BUCKLER. Of course, that was attempted over and over and over again, but these men stated they could not give them back. Sometimes they had not made out the papers, and these men would stay there until 10 or 11 o'clock at night working on these folders. Sometimes they would not reach them, and they would turn them in after the filing clerks had gone. It seemed almost impossible to get any system. That was not my job. Do not question me about this. That did not come under my jurisdiction.

Mr. DALLINGER. I am just asking you because the committee wants to find out what the trouble was.

Dr. BUCKLER. That was the cause of a great deal of the delay and dissatisfaction in the office. You had to have these folders to make out the cases to go before the case board. There was a good deal of delay on that account, and some of the boys would become very impatient.

Mr. DALLINGER. From the time you went there on the 1st of November, how many times did the boys have to come in to your New York office before the case was ready to go on to Washington?

Dr. BUCKLER. That would depend. He had to come in, first of al, and be interviewed.

Mr. DALLINGER. That is one day?

Dr. BUCKLER. Yes.

Mr. DALLINGER. He might have waited all day for that?

Dr. BUCKLER. He might have waited all day for that. Then he had to see the doctor. That was the next step. He might have to wait some time to see the doctor, and he might come back the next day to see the doctor. Then he had to go on into the training department, where there was another delay of possibly several hours before he got to the man who would interview him for training. I think

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that step has been eliminated. I think now they have been combining the interviewing and training. I have heard that; I do not know. I have no first-hand knowledge.

Mr. DALLINGER. Then it would go to the case board after that?

Dr. BUCKLER. Then the papers were made out, and the case came up before the case board, and the case board was there every day and cleared up just as many cases as they possibly could. They were kept pretty well up because when they came in, after they were cased, the record had to be made out and sent to Washington in duplicate. You had to keep a record. I suppose there may have been another day's time in getting that up, and sometimes when the typists were back in their work it might have taken two days before that record was sent to Washington.

Mr. DALLINGER. How long, on an average, from the time the boy first came in there, did it take to get that record started for Washington?

Dr. BUCKLER. I think it would be fair to say, on an average, that it took four or five days, possibly a week.

Mr. DALLINGER. How long, on an average, while you were there did it take for a case to go to Washingron and get back?

Dr. BUCKLER. Well, I should say it took from two to three weeks, on an average, before we got it back.

Mr. DALLINGER. So that on an average it took about a month?

Dr. BUCKLER. Oh, yes.

Mr. DALLINGER. From the time the boy first came in there, before he knew even whether he was going to get any training—is that right?

Dr. BUCKLER. Yes; I should say so.

Mr. DALLINGER. Do I understand that you spent your time in the office? You did not go around to see whether these boys were getting the training?

Dr. BUCKLER. That was not my work at all.

Mr. DALLINGER. You did not have anything to do with that?

Dr. BUCKLER. No.

Mr. DALLINGER. While you were there as assistant director, did you have any complaints from boys that were not given proper instruction, or who were not given any instruction?

Dr. BUCKLER. Well, these boys would come in occasionally and be awfully dissatisfied, and then I did take up some of those cases, and then, as I say, a great many boys as they got to know me would come around to my apartment in the evening to talk over these problems.

Mr. DALLINGER. Did you have any complaint from any boys during the five months you were there, in regard to the Newark Technical School, or the Botanic Gardens in New York City?

Dr. BUCKLER. That would not be likely to come to me. I do not know what the Newark Technical School is. Who is the head of the Newark Technical School, Mr. Griffin?

Mr. GRIFFIN. Mr. Hunt.

Mr. DALLINGER. You did not know of any complaints as to either of those schools from any of the boys there?

Dr. BUCKLER. No.

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Mr. BURROUGHS. You spoke, Dr. Buckler, about your difficulty n the early part of the time you were there, at any rate, in getting help, and that for a period in the office you were shorthanded?

Dr. BUCKLER. Oh, yes; I was shorthanded.

Mr. BURROUGHS. Would it not have been possible to have gotten volunteers for that work, even though the board here at Washington did not have the money? If that was the fact, if they were short of money, I gather from what you said that there were plenty of men, or there were a good many men who were willing to come in there and substantially give their services because of their love of the work?

Dr. BUCKLER. I think if the central office had made that recommendation, we could have gotten the men in there.

Mr. BURROUGHS. Did you ask for it?

Dr. BUCKLER. I do not believe I specifically did. I sent in some names to Dr. Prosser from time to time of men whom I knew were anxious to work with us, but it was never followed up.

Mr. BURROUGHS. Do you know if the idea was ever broached or suggested by anybody at the New York office?

Dr. BUCKLER. No; I do not think that it was.

Mr. BURROUGHS. Or if it was talked over there among you, that that might be a way out?

Dr. BUCKLER. No; because we were expecting all the time to get them from Washington.

Mr. BURROUGHS. But you were not getting them?

Dr. BUCKLER. No; we were not getting them.

Mr. BURROUGHS. The complaint has been made here, not only once but several times, on the part of a number of the boys, that some of these medical advisers there in the New York office treated the men as though they were seeking charity when they came in there. Did you ever hear or see anything of that sort?

Dr. BUCKLER. Why, no. I have never heard of it. I can hardly imagine it. Dr. Richardson, who is in there, is a man with a wonderful spirit, and deeply interested in the work. He gave up his practice to take over this work and he is tremenduously interested in the boys as a human problem, and has done an enormous amount of work in New York in social-service work. I can not imagine for one instant that he would be anything but most courteous, and kindly interested in the boys. Dr. Marion, who came from the central office, I do not know so much about. I do not know him, except from his work there. Of course, you must remember that a lot of these boys naturally were awfully sensitive. It is not an awfully nice thing to go into something of this kind. I mean a lot of fellows felt sensitive about it, and their feelings may have been hurt.

Mr. BURROUGHS. I rather think I would be sensitive if anything was said to me such as one young man stated in the hearings yesterday was said to him by the doctor. He said the doctor turned around, as I recall his testimony, and said, "No good, red-blooded young man would be around here looking for this help in this way," intimating that it was a charity that he was seeking.

Dr. BUCKLER. If any such statement as that was made in any such spirit or manner as that—of course, I was not in the examining room, unless I went in there for a specific purpose to look up some-

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thing, when there was some doubt about the case, or to take a boy in for some specific reason. I was not in there, but I can hardly believe that anybody——

Mr. BURROUGHS. You never saw or heard of any such thing as that?

Dr. BUCKLER. No.

Mr. BURROUGHS. You think this work is well worth while if it is attended to and done properly?

Dr. BUCKLER. I think it is the greatest piece of work that has ever been attempted by the people of this country.

Mr. BURROUGHS. You say that from your knowledge and experience of its beneficial results, as you have observed them?

Dr. BUCKLER. And what can be done under possibly a different management.

Mr. BURROUGHS. What are you doing now, Doctor?

Dr. BUCKLER. Well, just at the present time I am doing some organization work for a committee. We are working in some special agricultural work in France, in connection with the Agricultural Society of France. I am just doing that temporarily. They wanted someone here to look up some conditions for them. I am just doing that to help them along.

Mr. KING. Are you doing this work that you are doing now without compensation?

Dr. BUCKLER. Yes. It is entirely to help them along.

Mr. KING. Is it some propaganda work of some kind?

Dr. BUCKLER. No. It is rather interesting. These people are working in conjunction with the Agricultural Society in France to keep the groups back in the little tiny villages in France, and the French Government is going to rebuild there whenever they get their money.

Mr. KING. Are you a farmer or agriculturist?

Dr. BUCKLER. I would not like to qualify as a farmer. I have a farm. I think it is extremely important to keep the French people on the land. I have lived a great deal in France.

Mr. KING. You had a room such as has been described by the gentleman from Massachusetts, with a pen?

Dr. BUCKLER. I do not know that it was a pen. He referred to the old quarters.

Mr. KING. I mean the place out there where the men would come in and wait standing up?

Dr. BUCKLER. In the old quarters?

Mr. KING. Yes.

Dr. BUCKLER. I do not know. The room was a big place.

Mr. KING. How many would be in there?

Dr. BUCKLER. Just as many as could get in; and still more out in the corridor.

Mr. KING. These soldiers were not permitted to have chairs, were they?

Dr. BUCKLER. Well, they were permitted to have chairs, as many chairs as we could get.

Mr. KING. Did it ever dawn on the officials having charge of them that it would be an act of hospitality, friendship, and sympathy to offer a crippled man a chair when he first came in?

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Dr. BUCKLER. I have frequently seen the men and this girl get up and go over and offer a chair to some man.

Mr. KING. That was one chair. They have stood there for hours, have they not?

Dr. BUCKLER. I do not think any crippled man ever stood. I think a great many disabled men had to stand. That was inevitable. We could not get seats.

Mr. KING. That was in the Munsey Building?

Dr. BUCKLER. That was in the Munsey Building, yes.

Mr. KING. Mr. Munsey, who is a forward looking man, was seeking to raise the rent on the board, was he not?

Dr. BUCKLER. I do not think Mr. Munsey was seeking to raise the rent at all.

Mr. KING. What was he trying to do?

Dr. BUCKLER. We had been in there temporarily for five or six months. I never saw Mr. Munsey himself. I only saw the agent. No money had ever been paid to him. We were in arrears in the rent nearly six months.

Mr. KING. You say you were offering your services free of charge for training these men, and you say that Mr. Munsey would not stand them off for awhile, even though the Government was back of them?

Dr. BUCKLER. I did not say he would not stand them off.

Mr. KING. You said that Mr. Munsey was about to put you out.

Dr. BUCKLER. We were told we could not get any more space.

Mr. KING. You did not take that up with the board here in Washington, did you, about what Mr. Munsey did, or was the board to blame for it?

Dr. BUCKLER. I think if the rent had been paid probably Mr. Munsey's agent would have been a little bit more——

Mr. KING. Do you not think the board was justified in not standing for the raise in rent on the part of Mr. Munsey?

Dr. BUCKLER. I do not know what you mean.

Mr. KING. Do you remember the case where the rent was raised on the Council of National Defense in the Munsey Building in Washington until they had to move out?

Dr. BUCKLER. I do not think I quite understand that.

Mr. KING. What is it you do not understand?

Dr. BUCKLER. I do not know what you mean by Mr. Munsey raising the rent.

Mr. KING. I understood that Mr. Munsey was about to raise the rent. You did not say that, but it was testified to here. I do not know whether you were familiar with that.

Dr. BUCKLER. No. The only way that I am familiar with it is that Mr. Griffin was in St. Louis at the time the question of getting quarters came up, or the question of increased quarters, and Mr. Griffin had told me to see Mr. Munsey's agent to see if we could get some extra space that we could use, so that we could take care of these things. I went to see him and had several interviews with him, and he told us we could not get any extra space unless we were willing to lease a floor below; that if the bureau would take the floor below, I think it was the fourth floor, that is any space there, then he would give us temporary space somewhere.

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Mr. KING. Then, as a matter of fact, he threatened to put the board out or force it to take the floor below? He said you had to get out unless you took the floor below, in effect, did he not?

Dr. BUCKLER. He said he would not give us any increased space unless we would take the floor below.

Mr. KING. Just a question in regard to the filing system you had up there. Was there any particular filing system adopted?

Dr. BUCKLER. Now, I was not familiar with that at all. I was not in the filing department.

Mr. KING. Was it any of these popular filing systems that are on the market?

Dr. BUCKLER. That was in charge of Mr. Blair.

Mr. KING. Was it an alphabetical system?

Dr. BUCKLER. I could not tell you that. I simply know that there was this delay in getting out folders.

Mr. KING. How were the folders marked that were put on the desk?

Dr. BUCKLER. How were my folders marked?

Mr. KING. Yes; were they marked with the name of the man?

Dr. BUCKLER. They put the name on each folder.

Mr. KING. Then I assume they were filed alphabetically?

Dr. BUCKLER. I presume they were.

Mr. KING. Do you mean to say that these folders, some 30 or 40 of them, could not be put back in alphabetical order every night?

Dr. BUCKLER. That is what we tried to make them do, but they always said it could not be done.

Mr. KING. They said it could not be done?

Dr. BUCKLER. Yes. That was not my department, except that I possibly made as much fuss about it as I could. There was one excuse which was a perfectly logical one. These men probably were working until 11 or 12 o'clock every night. If they could not catch up with the work in the evening by 5 o'clock, many of these men would be there until 1 o'clock, and, of course, when they left there was nobody to take their folders back to the files, because the girls had all left at 5 o'clock, and those folders would be left anywhere in the filing department ready for reassortment. I do not want you to think I am criticizing the filing department, because I am not.

Mr. KING. But you are one of the principal witnesses here against the board.

Dr. BUCKLER. I would like to contradict that. I am not a witness against the board at all.

Mr. KING. I yield to Judge Towner.

Mr. TOWNER. I just want to make clear whether I understood your recommendations in regard to the action of these divisional boards. Your recommendation was that their action should be final, and that a man applying to them should be immediately placed in training?

Dr. BUCKLER. The case passed on by the man who had examined the men.

Mr. TOWNER. By the divisional board, if the divisions are to be retained?

Dr. BUCKLER. Yes.

Mr. TOWNER. Without waiting for the action of the central board in Washington?

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Dr. BUCKLER. Of course, there might be some cases where there would be doubt, and it might be well to refer it to some higher body.

Mr. TOWNER. I suppose they would make a report of that to those higher in authority?

Dr. BUCKLER. Yes.

Mr. TOWNER. And, of course, the other action might be reversed. In other words, as I understand it, your recommendation, and I think it is an exceedingly good one, is this, that exactly the same conditions should exist in regard to this proposition that exist, for instance, when an insurance policy is issued? The insurance company may be located in Hartford, Conn., with the property located in Washington, and a man goes to the Washington agent and the Washington agent makes an investigation upon his application and issues a policy, and from that time forth the man who is issued the policy is insured, and then the agent reports the matter to the company in Hartford, Conn., or wherever it is. It is true that upon examination by the home office the policy may be canceled, because it is subject to approval, and so that might be done; but your idea is that exactly the same course might be pursued in regard to the action of the divisional board—that their action should be final, except that upon reporting the matter it might be investigated and perhaps changed or modified? That is all.

Mr. KING. You took an examination of the civil service, and you failed; that is, you failed to qualify?

Dr. BUCKLER. Yes; they wrote me stating that on account of my not fulfilling the necessary qualifications they had not considered my papers.

Mr. KING. Now, Doctor, the qualifications, as I understood you, were that you should be at the head of or in some way connected with some big mercantile establishment? That was one of the requirements laid down by the civil service for applicants for these positions?

Dr. BUCKLER. I do not know. The papers are all matters of record.

Mr. KING. I understood you to say that in your testimony.

Dr. BUCKLER. I merely used that as an example. They required certain qualifications.

Mr. KING. And also that he must be a professor in a college?

Dr. BUCKLER. I did not mean that literally. I meant there were certain qualifications called for. That is simply a matter of record.

Mr. KING. Was he tested out in any way as to his knowledge of human nature, or the work he was supposed to perform in the position?

Dr. BUCKLER. Do you mean in the civil-service examination?

Mr. KING. Exactly.

Dr. BUCKLER. All you had to do was to fill out your paper, and give your college degrees, and what you had done, and then write a thesis.

Mr. KING. On what subject?

Dr. BUCKLER. You were allowed quite a latitude in subjects.

Mr. KING. Were you allowed to write on the benefits of the single tax, as they do in the Navy examination?

Dr. BUCKLER. I am afraid I could not have written one.

Mr. KING. I am asking those questions for this reason, that you have stated in the testimony several times about the type of man you would have in this kind of work. You have spoken about various kinds of men, and you mentioned a man whole-hearted in the work,

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a man capable of the right spirit, and so forth, and you used a number of general terms, Now, we have a number of general terms like "forward-looking men," "broad-visioned men," "men on wonderful spirit," and all that kind of thing. Now what kind of men are those?

Are they dollar-a-year men working without pay?

Dr. BUCKLER. Yes, most of them. I think they are men indifferent as to whether they are dollar-a-year men or not.

Mr. KING. Are you familiar with the record of some of the dollar-a-year men in Washington in the last two years?

Dr. BUCKLER. There were men who never had been in Washington. I mean the type of men whose salary is a secondary matter.

Mr. KING. What is the real purpose of some of them?

Dr. BUCKLER. In doing that work?

Mr. KING. Yes, sir.

Dr. BUCKLER. His real purpose is to help along his fellow man, to try to help these boys get back—

Mr. KING. I am not referring to you, Doctor, because I admire your work, but are there any of them who were attempting to work into this kind of work for the purpose of delving into a little petty graft, or anything of that kind? Would there be any opportunity for that?

Dr. BUCKLER. For grafting?

Mr. KING. Yes.

Dr. BUCKLER. Well, I would not know anything about that. I do not see how a man who was a vocational advisor could do much grafting.

Mr. KING. Would you mind telling how you happened to get into this work, how you happened to go to Dr. Prosser? Did you come from any particular group of New York men?

Dr. BUCKLER. You mean why I happened to be interested?

Mr. KING. The Standard Oil fellows or the Morgan crowd or any of those fellows that are working for the good of mankind? Are you one of their supernumeraries, or do you have any connection with them?

Dr. BUCKLER. No.

Mr. KING. Who appointed you to do that work in Belgium?

Dr. BUCKLER. I was not working in Belgium.

Mr. KING. I thought you said you were doing Belgian relief.

Dr. BUCKLER. I said I came back to work on the Committee for Belgian Relief, in an attempt to raise money for Belgium. That is what I came back for. I had been doing refugee work in Belgium.

Mr. KING. It has been stated before this committee, and it may be just as well to get at the bottom of it, that there was an attempt by some group up there in New York to dispose of some of these men on this board because they were members of labor unions. Do you know anything about that?

Dr. BUCKLER. No: you mean to get rid of some of the men in the office, or some soldier boys?

Mr. KING. Yes, sir; these men who were brought there by the labor unions who were on the Vocational Board, or employed by the board, I do not remember which. Is that because some of them had come up through the labor movement and through this group movement?

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Dr. BUCKLER. Well, I would not like to say that, generally. There was one labor appointment there, I know.

Mr. KING. Who was he?

Dr. BUCKLER. I can not remember his name.

Mr. KING. When you were speaking of the proper type of man, etc., you did not speak of a man who came up through that movement, particularly, but you made more reference to one of these gentlemen who had come up from a professional or, may be, ethical line?

Dr. BUCKLER. You did not get me at all.

Mr. KING. That is why I asked the question.

Dr. BUCKLER. The type of man I meant was a fellow who could successfully deal with these men, who is a very human person. I think you could do it.

Mr. KING. I thank you.

Do you think that a man is disqualified because he has worked with his fellow man and come up through that line, and shaken hands with him, and put on the overalls with him, and is incompetent to pass on whether a man ought to have vocational training or not?

Dr. BUCKLER. I did not mean that at all. What I have in mind is a man who is a real human being. There is no use trying to be technical about it. I can not describe it any further.

Mr. KING. I am much obliged to you.

Mr. ROBSION. What other training did you have for this work other than as a doctor of medicine or surgery?

Dr. BUCKLER. You mean vocational training work?

Mr. ROBSION. What literary training? What school are you a graduate of?

Dr. BUCKLER. I am a graduate of Johns Hopkins.

Mr. ROBSION. What degree?

Dr. BUCKLER. A. B.

Mr. ROBSION. How long have you been interested in this vocational work?

Dr. BUCKLER. For about 10 years.

Mr. ROBSION. You were over in Belgium and saw the conditions there?

Dr. BUCKLER. I did not see so much in Belgium. I worked with the refugees in London when they came over from Belgium.

Mr. ROBSION. Then you became familiar with the distress of wounded, disabled, and so on?

Dr. BUCKLER. Yes.

Mr. ROBSION. Now, I think I get your viewpoint as to the sort of man you think ought to be in a place like this. These boys, or young men, most of them, were trained along certain lines for their lifework, either as carpenters, or farmers, or mechanics, or something else. Now, they have been wounded and disabled, and they are in a condition where they can not follow the vocation of their lifetime which they know all about. They come back to us not only disabled, but depressed in mind and spirit.

Dr. BUCKLER. Hopeless.

Mr. ROBSION. Hopeless. Now, the kind of man you want, regardless of whether he comes from one class or another class, is a man that would be the father, the mother, and the sister and confidential friend to that man?

Dr. BUCKLER. Yes; and make him feel that you are.

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Mr. ROBSION. And make him feel it. And, in passing upon his case, you must reconstruct his life, and you ought to take time, because you must map out a new life and a new career for that man?

Dr. BUCKLER. And a new hope.

Mr. ROBSION. And a new hope. Of course, you have got to inspire him with a desire and a hope, or you can not attain the other object. That can not be done in a few minutes, can it?

Dr. BUCKLER. No; I do not think that can be done in a few minutes; but I have dealt a good deal with those men, and I think they are pretty quick to realize that they are talking to a person that is sympathetic with them and is interested in them and believes in their possibilities. They do not get that always. It takes some time to do that.

Mr. ROBSION. One of the great causes of the breakdown in our vocational system of training is that the man who is there present and gets in touch with the man, and inspires the man, and gets his confidence and his sympathy, under the system as laid down by the Vocational Board, can not pass on his case, can he?

Dr. BUCKLER. No.

Mr. ROBSION. It must finally come up to Washington, and then be a cold calculating proposition.

Dr. BUCKLER. Yes.

Mr. ROBSION. The system that the head board has worked out here is all wrong, is it not?

Dr. BUCKLER. It is, in my judgment.

Mr. ROBSION. And it can not succeed fully as long as we have that system, can it?

Dr. BUCKLER. No, it can not.

Mr. ROBSION. If I understand, you folks in New York undertook to carry out the plan and the system worked out by the head board here in Washington.

Dr. BUCKLER. Yes.

Mr. ROBSION. And, as a general rule, whatever shortcomings there were, were due to the system, were they not?

Dr. BUCKLER. To the system.

Mr. ROBSION. You say that in many cases the delays caused by this red tape in sending the papers to Washington and having them returned to New York, were several months, were they not?

Dr. BUCKLER. Yes.

Mr. ROBSION. And you want to go back and have the authority located in the district office?

Dr. BUCKLER. That is it.

Mr. ROBSION. What do you think about the matter of expense and cost? Will it be more or less expensive to work under that system?

Dr. BUCKLER. I should think it would be very much less, because you are duplicating the work. You have a physician in New York that examines the boy, and if you send the papers down to Washington, you have got to have a physician here to pass on that paper. You are keeping physicians employed at both ends of the line.

Mr. ROBSION. So that if the district officer should allow a few to enter, or several to enter that really, strictly speaking, are not entitled to it under the law, to construe it strictly, yet you would save money by the operation?

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Dr. BUCKLER. We certainly would, and you would save a lot of hope, too.

Mr. ROBSION. Who is responsible for the system? Is that the New York office, or is it Congress, or is it the Vocational Board here in Washington? If the system is wrong, I want to know who is responsible for the system.

Dr. BUCKLER. The men who originated the system were responsible for it.

Mr. ROBSION. You do not understand that is Congress, do you?

Dr. BUCKLER. No; it is the board here in Washington.

Mr. ROBSION. So that the trouble is, then——

Dr. BUCKLER. The trouble was.

Mr. ROBSION. The trouble was——

Dr. BUCKLER. And is——

Mr. ROBSION. The trouble is that this breakdown that we have had in this great patriotic work is due to the system worked out and promulgated by the central board here in Washington?

Dr. BUCKLER. Absolutely.

Mr. ROBSION. You make that statement, after your own experience in New York and after going carefully into the subject?

Dr. BUCKLER. I do; yes. I do not make it with any degree of criticism on the board. I make it simply as a constructive criticism, to help out.

Mr. ROBSION. You want the system changed?

Dr. BUCKLER. Yes, I do. I do not think it will ever be successful until it is changed.

Mr. ROBSION. Changed solely and only for the good of the wounded soldier?

Dr. BUCKLER. Absolutely.

Mr. ROBSION. That is what we all want.

Now, you say that Dr. Prosser has talked about a lack of money. Did you and Mr. Griffin submit to him a budget, or talk over with him what amount of money would be required?

Dr. BUCKLER. For our specific office?

Mr. ROBSION. No, for the country.

Dr. BUCKLER. Oh, yes; but only in this way: Dr. Prosser told us that he was asking for a certain amount, and I think Mr. Griffin and I both exclaimed, "Dr. Prosser, that would not cover the New York end of it. You are away off in your calculation."

Mr. ROBSION. So that you understand, do you not, that Congress gave all that the board asked for, and more, too?

Dr. BUCKLER. I do not believe there was anything we could have asked for that Congress would not have given.

Mr. ROBSION. You realize that Congress has always been willing and ready and able, and is ready, willing, and able to give whatever is necessary to rehabilitate the American soldier?

Dr. BUCKLER. Absolutely; yes.

The CHAIRMAN. Dr. Buckler, before I excuse you, will you state again for the record what time you were with the board, the dates?

Dr. BUCKLER. I was with the board from about the end of November until May 1.

Mr. KING. What year?

Dr. BUCKLER. A year ago. That would be from November, 1918, to May, 1919.

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The CHAIRMAN. One other question. What was the reason for your removal from 280 Broadway? What was the cause of the removal?

Dr. BUCKLER. There were two reasons. In the first place, there was a very decided unwillingness on the part of Mr. Munsey's representative to rent us a lower floor. Of course, the price was higher than the place we were occupying. It sounds like a cold-hearted thing, but Mr. Hogan, the real estate man, was very frank about it, and said that they did not want this bureau in their buildings in New York. That may sound very cold-blooded.

The CHAIRMAN. Are you speaking of the Munsey Building?

Dr. BUCKLER. This applies to all buildings. They said very frankly that it was detrimental to a building to have a great many wounded men coming in and out, and I do not think that any building in New York welcomed this bureau in their building from a business standpoint, not on account of any feeling toward us, but simply from a business standpoint.

The CHAIRMAN. What I want to get at is whether you removed from the Munsey Building because the rent was not paid, or because you did not have room and needed to get larger quarters?

Dr. BUCKLER. We did not have room there. Mr. Griffin had been negotiating for the floor below, and the negotiation broke through. I do not know whether it was that Munsey's man was unwilling to let us have it, or whether he put the price up to a prohibitive figure, but anyway——

The CHAIRMAN. You can not say, then, that it was because the rent was not being paid?

Dr. BUCKLER. Well, only to this extent, that Mr. Munsey's agent said to me, "What sort of people are you, anyhow? We have never gotten a cent rent since you have been in there. Now, you want to make a new contract when you have not paid any rent for what you have had."

The CHAIRMAN. Was that statement a correct statement, that they had not paid any rent?

Dr. BUCKLER. I could not tell you. I had nothing to do with the finances. I went to see Mr. Hogan, who was another real estate man. I tried all over New York to get space. I suppose I have been to 20 places. We required a great deal of space. Mr. Hogan talked very frankly and said, "You might as well know the truth. The credit of the board is so bad that people do not want you in their buildings. You do not pay your bills."

The CHAIRMAN. Now, you are referring to the Munsey Building?

Dr. BUCKLER. No; I refer to Mr. Hogan now, who was a real estate agent, with whom I was negotiating for other space, because the Munsey Building fell down.

The CHAIRMAN. When you got out of the Munsey Building, there was an application made to the Woolworth Building, was there not?

Dr. BUCKLER. Yes.

The CHAIRMAN. And that was denied?

Dr. BUCKLER. Oh, no; in the Woolworth Building?

The CHAIRMAN. Yes.

Dr. BUCKLER. Oh, no; we were not denied. There was a great deal of complication. You see, the Woolworth Building was under lease to the Air Nitrate, and they had not all gone. What we first

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did was to get the Air Nitrate people to agree to let us have a year's lease. The Air Nitrate group naturally were anxious to get from under, and they tried to get the Woolworth people to take back the building, subject to their letting us have it, and it required a good deal of complicated negotiation.

The CHAIRMAN. What was the result of your negotiation there?

Dr. BUCKLER. We got in there eventually.

The CHAIRMAN. In the Woolworth Building?

Dr. BUCKLER. Yes; we got in there. That is where we were.

The CHAIRMAN. Are you there yet?

Dr. BUCKLER. No; they moved again.

The CHAIRMAN. Why did they move from that point?

Dr. BUCKLER. I could not tell you. That was since I have been with them. They were in the building when I left in May. I do not know why they moved again.

The CHAIRMAN. Can you say from your own knowledge that the Washington board did not pay its rentals?

Dr. BUCKLER. I could not make that statement, because I have no knowledge except what I was told by this man. I did not handle it. The only thing I know is this, that in my first negotiation with Mr. Munsey's agent, when Mr. Griffin was in St. Louis, and I was trying then to get additional space, Mr. Munsey's agent told me we had never paid for the space where we were. I had nothing to do with that. A few days later I saw Mr. Hogan, so as to have another person on the lookout, because we did not get the Munsey Building.

The CHAIRMAN. Mr. Hogan represenceed the Woolworth Building?

Dr. BUCKLER. Mr. Hogan represented the Woolworth Building. He is also a real estate man. Mr. Hogan said that the board's credit was bad, because we did not pay our rent. He told me so frankly. I told Dr. Prosser as soon as I saw him that Mr. Hogan had made that statement. I do not know whether they paid the rent or not, because I never saw any of the bills.

Mr. ROBSION. Did I understand you to say that the nephew of Mr. James Munroe succeeded you?

Dr. BUCKLER. I understood he did. I was in there and saw this gentleman there, and I asked who he was, and they said, "That is a nephew of Mr. Munroe."

Mr. ROBSION. What age man was he?

Dr. BUCKLER. That is very hard to say. I think he was somewhere in his thirties.

Mr. ROBSION. What did Mr. Munroe have to do with this board at that time?

Dr. BUCKLER. With the board?

Mr. ROBSION. Yes.

Dr. BUCKLER. Mr. Munroe is a member of the board here in Washington.

Mr. ROBSION. Was he at that time?

Dr. BUCKLER. Oh, yes; he has always been. I do not know whether he had anything to do with the appointment or not. That may have been just accidental.

Mr. ROBSION. Why were you taken out of that office? Did they give you any reason for taking you out and putting Mr. Munroe's nephew in?

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Dr. BUCKLER. They simply notified me that my term expired on the 1st of May, and it would not be renewed. My time expired.

Mr. ROBSION. What did this nephew of Mr. Munroe do before he entered that service?

Dr. BUCKLER. I do not know anything about that.

Mr. KING. Can you give the committee the name of any of the owners of the buildings in New York that Mr. Hogan represents?

Dr. BUCKLER. Mr. Hogan represents the Woolworth Building.

Mr. KING. Does he represent any other buildings there in New York?

Dr. BUCKLER. I presume he does.

Mr. KING. You said he stated there was a general prejudice against these men coming into the various office buildings there in the city, and you could hardly get space for them?

Dr. BUCKLER. I will explain that. He said, for instance, that on one occasion they rented a building to the Pinkerton people, and they almost emptied their building. He said, "You have to be very careful about the type of tenants you get in a building." From a business standpoint, I think that is true.

Mr. KING. And yet for a long time these very men had been making money out of these buildings that these boys had lost an arm, or a leg trying to defend?

Dr. BUCKLER. I said to Mr. Hogan, "You men have been making money out of these boys, and it is pretty hard to hear you talk that way."

(Whereupon the committee adjourned until Tuesday, April 13, 1920, at 10 o'clock a. m.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Tuesday, April 13, 1920.

The committee this day met, Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee has been in receipt of a great number of letters, coming to the chairman of the committee since this investigation opened, which indicates that there is some misunderstanding on the part of some service men and schools that are now carrying on rehabilitation work. These letters have requested that a generous attitude be shown to the rehabilitation work and that Congress take no steps to discontinue it. In view of the number of letters coming from various parts of the country to this effect, the committee feel that the wrong impression has gotten out, that there is an attitude of unfriendliness or possible indifference on the part of Congress toward the work, otherwise there would not be these memorials coming from all sections of the country requesting that the work be continued. The chairman of the committee is making this statement for the committee, that all the questions that thus far have been asked as to the probable length of time it will take to complete the work have been to lay the foundation for such appropriations as will be needed to make it effective, and the committee desires the country to know that there is no desire on the part of Congress to curtail the work, and there is no basis for any concern on the part of any service men that this work will in the slightest degree be crippled, but it will be carried on to fulfill the purpose of the legislation which, at the time it was enacted, was regarded to be one of the most advanced steps thus far taken.

Mr. Joslin, will you take the witness stand.

STATEMENT OF MR. THEODORE G. JOSLIN, WASHINGTON, D. C.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Joslin, please give your address to the committee.

Mr. JOSLIN. 81 Home Life Building, Washington, D. C.; assistant correspondent of the Boston Transacript.

The CHAIRMAN. Mr. Joslin, in the procedure of our investigation an interview was referred to which had been handled by yourself. The witness, I think, was a former employee of the board, and at one time was a member of the Vocational Board. I understand you would like to make a statement with reference to it.

Mr. JOSLIN. I was just going to say that on the 10th of April I addressed a letter to the chairman of the committee which related

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to the testimony that Charles H. Winslow, formerly of the board, delivered about two weeks ago yesterday. In that statement, by inference at least, he questions the accuracy of an interview which he gave me the day before he resigned from the board. I think that was on October 1, last. In view of the fact that it questions the accuracy of the statement, I can not permit that question to go unanswered.

The CHAIRMAN. You may make such statement, Mr. Joslin, as you have to make.

Mr. JOSLIN. For that reason I addressed a letter to you, and you suggested in a letter I received this morning that I appear before the committee, so that I could be sworn in making the statement, and with your permission I would like to read the letter to the committee.

The CHAIRMAN. You may proceed.

Mr. JOSLIN (reading):

APRIL 10, 1920.

Hon. SIMEON D. FESS,
Room 407, House Office Building,
Washington, D. C.

MY DEAR DR. FESS: May I respectfully ask that you place the following statement before the House Committee on Education and incorporate it in the hearings on the charges against the Federal Board for Vocational Education:

Charles H. Winslow, who recently testified before your committee, was questioned regarding an interview he gave me on or about September 30, 1919, and printed in the Boston Transcript October 1, 1919. The following quotations are taken from page 124 of the hearings:

"The CHAIRMAN. Reverting to this published statement in the hearing, you have read that?

"Mr. WINSLOW. Yes, sir.

"The CHAIRMAN. Is it accurate as it was given by you in that interview?

"Mr. WINSLOW. Well, I would not pretend to say that it was accurate. It was so long since I was interviewed, and I never saw the copy until this morning of the interview."

In view of the testimony, I wish to make a statement of facts. I frequently called at the office of Mr. Winslow while he was a member of the board and each time I called he gave me considerable information about the work of the board. He telephoned to my office about two weeks before he resigned and said he wanted to see me. Because of other work, I delayed going to his office. A fortnight later he telephoned a second time. I went to his office and he informed me that he was about to resign, because he was dissatisfied with the manner in which the board was conducting its work. I asked him if he wanted to make a statement, and he said that he did. He slowly dictated the statement, which I took in longhand. After dictating the statement he corrected it and asked that it be published on the day he left the board. He remarked that the statement "barely scratched the surface" and that he would have more to say at a later date. This is the statement which he told your committee he "would not pretend to say was accurate." Furthermore, on the morning of the day he testified before your committee he called at this office and said he had been summoned to testify. He said the interview was accurate and would so testify. He told me why he was reluctant to tell the whole story to your committee. His remarks in this particular were so personal to himself that I regarded them as confidential.

Sincerely, yours,

THEODORE G. JOSLIN.

That is the only statement I have to make, Dr. Fess.

Mr. ROBSION. What connection did you have with the board?

Mr. JOSLIN. None whatever. I am a newspaper correspondent and my only connection with the board was to visit the members of the board from time to time to see what they had to say about the work of the board.

Mr. ROBSION. I did not just gather the purpose of your appearing here.

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Mr. JOSLIN. My purpose is only this, that Mr. Winslow challenged the accuracy of that interview and I could not permit that challenge to go unanswered, and I simply appear before the committee after first addressing a letter to Dr. Fess.

Mr. ROBSION. The statement you read and the supposed interview are so near together, without any mark of distinction, that I do not know that I just caught which was the interview and which was not.

Mr. JOSLIN. The interview was not read. The interview is in the record here. The letter simply referred to the interview.

The CHAIRMAN. The interview is a part of the statement of Mr. Winslow.

Mr. ROBSION. Do you claim that Mr. Winslow did make that statement?

Mr. JOSLIN. He did, without question; yes, sir, and made it carefully and after considerable thought.

Mr. ROBSION. And you took down the statement, did you?

Mr. JOSLIN. I did; yes, sir.

Mr. ROBSION. And then Mr. Winslow corrected it?

Mr. JOSLIN. Yes, sir.

Mr. ROBSION. And you gave it to the press?

Mr. JOSLIN. Simply to my own paper.

Mr. ROBSION. And later on you saw him and talked with him about it, did you?

Mr. JOSLIN. I saw him. I did not know he was in the city or had been summoned to appear before the committee, but I think it was two weeks ago yesterday that he appeared in my office and said he had been summoned.

Mr. ROBSION. Did he then reaffirm the interview he had given you and which you had given to your paper for publication?

Mr. JOSLIN. Yes, sir; as I stated in this letter which I addressed to Dr. Fess.

Mr. ROBSION. Do you know anything else about the vocational work?

Mr. JOSLIN. Very little; no, sir.

Mr. ROBSION. That is all.

STATEMENT OF MR. EUGENE H. MEYER, CARE OF FEDERAL BOARD FOR VOCATIONAL EDUCATION, NEW YORK CITY.

(The witness was duly sworn by the chairman).

Mr. TOWNER. What is your full name?

Mr. MEYER. Eugene H. Meyer.

Mr. TOWNER. And what is your home address?

Mr. MEYER. My home address is Newark, N. J.

Mr. TOWNER. What is your business?

Mr. MEYER. I am connected with the Federal Board for Vocational Education at present.

Mr. TOWNER. You are connected with the Federal board now?

Mr. MEYER. Yes, sir.

Mr. TOWNER. What is your position?

Mr. MEYER. My official position, I understand, is that of placement officer.

Mr. TOWNER. At whose instance or suggestion do you appear here, Mr. Meyer?

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Mr. MEYER. At the request of this committee. Before I go into the matter or before the committee questions me, so as to show my standing and my interest in this matter, I would be pleased to have the privilege of reading three letters into the record to this committee. These letters may appear egotistical in so far as my presenting them is concerned, but I would like to show my interest in the matter.

Mr. TOWNER. Very well.

Mr. MEYER. I have one here from the Camp Dix examining board, Camp Dix, N. J., under date of March 15, 1919, from C. L. Bjerring, major Medical Corps, United States Army, to Eugene H. Meyer:

MY DEAR MR. MEYER: In view of the fact that in the near future I will be transferred from my present assignment as president of the camp examining board, I wish to take this opportunity of thanking you for your hearty cooperation and oftime valuable suggestions in the handling of disabled soldiers. Your sincerity, wide vision, and patriotism, combined with a thorough understanding of the Federal rehabilitation act, and the needs of the disabled service men, made your services of the greatest value both to the Government and the men. Knowing that you will continue the spirit and ability, displayed in the past, I wish you the best of luck in your future work, knowing that you will feel yourself rewarded in the good will of the service men and the appreciation of your coworkers in this most important task.

Very sincerely, yours,

C. L. BJERRING,
Major, Medical Corps United States Army

Maj. Bjerring was president of the camp examining board in charge of the medical examination and rating of the demobilized soldiers.

I would further be pleased to be permitted to read this letter under date of October 1, 1919:

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
469 Fifth Avenue, New York, October 1, 1919.

Mr. E. H. MEYER.

MY DEAR MEYER: In closing my work as supervisor of training for district No. 2, I wish to take this opportunity of expressing my personal appreciation of your faithful and conscientious service in the interest of disabled soldiers, sailors, and marines, and especially to thank you for your cordial cooperation with me in the training department.

I feel that I owe you a personal debt of gratitude for your genial good fellowship.

May you ever continue to be the royal good fellow you have proved yourself to be among the men of the training department and may your success in life be in proportion to the good will which you hold toward others.

Cordially yours,

F. G. WADSWORTH.

Mr. Wadsworth, I understand, was a witness before this committee some few days ago. He was chief of the training department.

Then, under date of January 6, 1920:

FEDERAL BOARD FOR VOCATIONAL EDUCATION.
469 Fifth Avenue, New York, January 6, 1920.

MR. EUGENE H. MEYER,
Care of Federal Board for Vocational Education,
469 Fifth Avenue, New York City.

MY DEAR MR. MEYER: At my leaving the service of the Federal Board for Vocational Education, I am glad to express to you my thanks for your great interest shown in the work, and more particularly in the welfare of the individual disabled boy.

After all, the welfare of these boys is the principal interest of the board, and I know you have worked untiringly and unceasingly during your year of service to see that the boys had a square deal. Not every man with this board has shown this interest, aside from merely holding a position in the board, and I am grateful to you personally, and I am sure the disabled men must be.

With best wishes for your future, and hoping you will continue with the board just as long as you possibly can, I am,

Sincerely, yours,

S. E. FARWELL,
District Vocational Officer.

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I simply asked to bring these letters to the committee's attention so that the committee would not rely on my statement when I say that my connection with the board has been solely in the interest of the disabled men. I have had two boys in service on my own account. At the time war was declared I at once entered into the war activities; applied for a commission, the same was offered me, but I was informed that I would be more valuable to the Government in the capacity of an efficiency expert, in which capacity I acted for some time at Washington, in the Ordnance Department. At the same time I was taking up the organization work from the employment status, employment personnel, for the Wright-Martin Aircraft Co. At the request of the Shipping Board I was released from the Wright-Martin Aircraft Co. to go with the United States Shipping Board in the capacity of employment manager, planning and devising methods, schemes, and systems for the employment work in the various shipyards and allied industries. I remained with the Shipping Board until January, 1919, when I met Mr. Griffin. I was then located at Camp Dix. I met Mr. Griffin and at his suggestion I took up the matter of joining forces with the Federal Board for Vocational Education. Since then I have been with the Federal Board for Vocational Education.

The CHAIRMAN. You are with them now?

Mr. MEYER. Yes, sir. My work for some time was in the training department, assigning the men to the various schools, readvising them, resuggesting the lines of trades and work or training they should follow. Then I acted for some time with the case board passing on the cases, now called the joint committee.

The CHAIRMAN. Before you became identified with the work of the board what had been your work?

Mr. MEYER. Employment manager with the United States Shipping Board.

The CHAIRMAN. And your work at this present moment is what?

Mr. MEYER. Advising; advising the men into the lines of training or endeavor of work that is best fitted for them. Beyond that I do general work throughout the office, and you might say I have almost a roving commission that I have taken upon myself.

The CHAIRMAN. How many advisers such as yourself does the board have?

Mr. MEYER. We have at present five.

The CHAIRMAN. What character of qualifications does the position of adviser require?

Mr. MEYER. The adviser should have a good, general knowledge of human nature; the ability to win confidence; the ability to draw out from men their ideas and plans; the ability to visualize the training proposition as the Government, through Congress, has provided it for the disabled soldier; he should have a wide, practical knowledge of trades and occupations; he should not advise a man into any trade or occupation or any division of a trade or occupation unless he can actually visualize what the physical functions are that are required in that trade or occupation; otherwise he can not properly advise the disabled man.

The CHAIRMAN. Did you have to pass a civil-service examination for employment?

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Mr. MEYER. After I had been with the board for some time, I was requested to pass a civil-service examination. I looked over the papers; that is, the requirements, and I communicated with the Civil Service Commission and asked them if I would submit one application whether I could cover all the offices that were to be considered; that is, covering D. V. O. (district vocational officer), training officer, and placement officer, and I was informed I could do so by filing copies. I did so. I filed an application and filed a thesis and filed copies. I understand that I was rated then as a placement officer by the board, although I have never officially notified by the board what my exact status is.

The CHAIRMAN. What are we to understand by that—that you have been employed under the civil service?

Mr. MEYER. I have been employed under the civil service.

The CHAIRMAN. In other words, the civil-service requirements have been respected.

Mr. MEYER. The civil-service requirements, so far as my knowledge goes, have been respected.

The CHAIRMAN. What had been your work before you entered the Shipping Board?

Mr. MEYER. I had been doing employment work, industrial engineer, production manager, had had commercial law, general law, and general mechanics. I started in as a mechanic, as a shop boy.

The CHAIRMAN. Where were you working?

Mr. MEYER. With the Plug Test Co.

The CHAIRMAN. Where is that?

Mr. MEYER. At Newark, N. J., the American Coal Chute and Architectural Iron Works Co. As I said, before I went with the Shipping Board, I had been with the Wright-Martin Aircraft Co.

The CHAIRMAN. That is sufficient qualification. In your work as adviser, when do you form the contact with the soldier? Are you one of the first to meet the soldier?

Mr. MEYER. If the man comes directly to the office, yes; I or one of the other advisers, if it is an original case.

The CHAIRMAN. What is your salary, Mr. Meyer?

Mr. MEYER. $3,000. I had originally been receiving $3,600. On the readjustment of salaries in July, 1919, I was reduced to $3,000.

The CHAIRMAN. You were one of the members that remained with the board after the readjustment?

Mr. MEYER. Yes, sir; I thought my work was there.

The CHAIRMAN. Is your work such as to give you opportunity to observe the treatment of soldiers in the office at New York?

Mr. MEYER. I will not say directly that my work as planned there is, no; I will not say that, but I am in position and I have observed the treatment of the men in the office. I have grown up with the New York office, practically.

The CHAIRMAN. Is there any discourtesy shown to disabled soldiers as they appear in the office, either when they appear or during their stay?

Mr. MEYER. I can not say directly, at present. We have had, and it has come to my attention, discourtesies which at times led to a situation which almost meant fisticuffs.

The CHAIRMAN. Of course, that was absolutely unnecessary, was it not? There was no justification for anything of that kind?

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Mr. MEYER. To my mind, it is unnecessary.

The CHAIRMAN. It is unnecessary.

Mr. MEYER. Yes. I have interviewed thousands of men of all classes.

The CHAIRMAN. Would you state to the committee, Mr. Meyer, a little more in detail about the discourtesies that are unnecessary? Give one case, if you have it in mind.

Mr. MEYER. When men appear on financial questions, on the questions of their pay checks, on the questions of sick leave, they complain that they are treated discourteously at the financial end of our office.

The CHAIRMAN. Is there any basis for their complaint?

Mr. MEYER. When I say at present I do not know and I can only speak generally, I will say, yes.

The CHAIRMAN. There has been some statement about sick leave being refused. Do you know anything about that?

Mr. MEYER. Numbers of cases have come under my observation where that condition has existed. I have taken the cases up and those that came to my attention I was able to adjust.

The CHAIRMAN. Of the cases that you know about, would you say that the refusal was justified?

Mr. MEYER. I would say, no.

The CHAIRMAN. Not justified?

Mr. MEYER. No. I have this in mind, I might interject, Mr. Chairman, and that is that these disabled men are not normally mental. I am not saying they are mentally deficient, but due to the strain they have undergone, due to the delay in a great many cases, both by the Bureau of War Risk and by our board, due to the fact that they have returned from the other side and found an unsettled industrial condition, due to the fact of their disability which is a situation that they meet every day and every minute of the day, they carry it with them, they have not as yet to a great extent recovered their normal mental balance.

The CHAIRMAN. I think everyone would accept that statement as correct, and that is no reflection upon the disabled man at all.

Mr. MEYER. No. Therefore, we have got to, and there should be given, a certain amount of leeway. The feeling that a man can be taken in that condition and be put into training or be put anywhere at a school for any commercial course or any professional course, or in any shop or plant for placement training or trade training and be expected to begin at once, even in the first two or three months, and settle down to a routine and really begin to develop—the idea that can be done, I think, is an error. My observation has been that it takes at least two or three months before the disabled man really begins to get any benefit out of any training which may be allowed him. In the meanwhile that lack of equipoise, if I might use that term, makes him in a manner unstable, and he calls for special attention and he should be handled with special courtesy.

The CHAIRMAN. In other words, the war so completely disorganized what heretofore was stable that even the soundest man who had left his work here and gone to work or to an experience that nobody had ever gone through before, would lose that stability when he came back?

Mr. MEYER. Yes.

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The CHAIRMAN. And sometimes he would not even want to go back to the work that was open for him; and then if he come back disabled, in addition, you think there must be a peculiarly qualified man to meet him?

Mr. MEYER. There must be peculiarly qualified men to meet that man, and not only that, but there must be a peculiarly qualified man to handle that man clear through. As your chairman stated here this morning we have met the greatest problem and the greatest opportunity that this country has ever offered or ever had before it in the training of mature, disabled men.

The CHAIRMAN. Now, Mr. Meyer, I want to ask you a few leading questions. How much ground is there for the complaint that boys were put in work that they were not fitted to be placed in and therefore his complaint is not the fault of the boy but the fault of the board.

Mr. MEYER. I am forced to admit that there is a great deal of ground for that complaint.

The CHAIRMAN. Could that have been avoided?

Mr. MEYER. After about July, 1919, at the New York office, I will say, yes.

The CHAIRMAN. About what per cent, or do you know, of those who entered upon training gave it up?

Mr. MEYER. That I am not in position to say, but to my attention there has been brought but a very small percentage of men.

The CHAIRMAN. And what per cent, if you know, of those who have been approved, waiting for induction into training, gave it up without entering training? It has been stated here that the delay was such that men who had been approved, finally, gave it up, and did not enter at all.

Mr. MEYER. I am not in a position to state any number or arrive at a percentage, as I have not access to the statistics. I question whether there were any statistics kept of that number.

The CHAIRMAN. Do you think there is any basis for that statement?

Mr. MEYER. Yes.

The CHAIRMAN. What is the cause of these defects that you specify?

Mr. MEYER. Firstly and basically, I think the cause was a misconception by the Division of Rehabilitation of what their work really was.

The CHAIRMAN. Is that the whole thing? I think everybody will admit that there was a general misconception of the size of the work.

Mr. MEYER. No, I am not figuring on the size of the job at all. I do not think that enters into the proposition. I figure this, that the board approached the problem from an academic standpoint, figuring it was a school problem; that it needed school-trained men and that it needed to be handled under a general school routine. To my mind it was not and is not. The problem is an industrial problem.

The CHAIRMAN. That criticism, Mr. Meyer, would then really go to the very creation of the board and to its constitution, that they failed to conceive the problem as it is.

Mr. MEYER. Yes, sir; and failing to conceive the problem as it is, and considering it from an academic standpoint, they gathered about them men who were trained, mainly, in school work and not men trained in industrial problems.

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The CHAIRMAN. What proportion of the employees were academic people?

Mr. MEYER. That I have not statistics to say, but I can say this——

The CHAIRMAN (interposing). Was it large?

Mr. MEYER (continuing). That at the New York office at the time of my induction at the New York office, being taken from field work which, as I remember, was in March or the early part of April, 1919, out of about 12 or 15, I think we only had about 3 men who were not, or had not been, school teachers or connected with schools.

The CHAIRMAN. You think that school-teacher training was not sufficient preparation for this work.

Mr. MEYER. I do not believe it was any preparation for the work because the school-teacher training did not give the men any grasp of industry, any knowledge of the psychology of the mechanics, and the majority of the men we handle, by far the greatest majority, are mechanics.

The CHAIRMAN. What have you to say about the follow-up work after the man had been trained.

Mr. MEYER. I was particularly interested in the follow-up work.

The CHAIRMAN. You think it is important.

Mr. MEYER. I think the follow-up work—or if I might say this, the least part of the problem of the Federal board, the least part, the smallest item, is putting the men in training. Its important work will be the follow-up of the men and checking them up. There again, if I might say, is where the school-teacher training is of but very little, if any, value at all.

The CHAIRMAN. Now, what is your statement as to the effectiveness of the follow-up work as it was carried on?

Mr. MEYER. I do not think—I would rather say it was not carried on.

The CHAIRMAN. That that is one of the places where the administration was not as effective as it might have been?

Mr. MEYER. Yes. Remember now, Mr. Chairman, I speak only of the New York office.

The CHAIRMAN. Yes. What have you to say about the general statement that there was delay in reaching the final status of the disabled soldier?

Mr. MEYER. Before July, 1919, we were bound as I understand, by the status of the Bureau of War Risk Insurance. We could not put a man in training until his compensation had been granted to him. That held up thousands of cases we had ready at the New York office. That was to an extent cured by the revision of the code and of the law which permitted the board to act. Central office realizing that proposition and that it had an opportunity to get men in training sent up to the New York office a squad of men from the central office who went over thousands of cases in the New York office, I understand, practically all of them. They marked up the number of cases ready for training. That is, they stated the case, passed on the case, and if the case was not ready for training, so marked it; if there was anything missing in the case, according to the code and folder, they so marked it, but there were hundreds, I will say almost some thousands of cases that were complete. They marked those cases on a special form, notified the man he is eligible for training, and he can enter into the receiving station at once. That was a good plan but the

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New York office simply took those cases and put them back in the files and nothing was done to expedite the cases that had been marked, although I took the matter up with Mr. Clark and Mr. Fowle about getting action on those cases.

The CHAIRMAN. You think that that delay was unnecessary?

Mr. MEYER. Absolutely a waste of the boys' time and of the board's money and effort, as far as any good came from it as long as it was not followed up there. I might say later on there was in December another difficulty. Mr. Fowle was in charge of the office and we held up for two or three days all the work of the office, pulled out every case in the office, and all of the men were retained at the office for two or three days—three days, if I remember rightly—and examined the cases and marked the outside of the folder, whether the cases were major cases or not major cases, and distinctly if they were amputation cases, the idea being to take those cases, to expedite them and get them through—the most important cases at once.

The CHAIRMAN. That was to expedite the major cases?

Mr. MEYER. Yes; but these cases went back to the files and nothing became of that three days' work.

The CHAIRMAN. You approve the segregating of major cases and acting upon those first?

Mr. MEYER. In practically the physical standpoint, no, sir; I do not; for this reason——

The CHAIRMAN (interposing). Do you think that was a mistake?

Mr. MEYER. I do not think it was a mistake.

The CHAIRMAN. There has been a statement or two here that would leave the impression that in order to get expeditious action you would have to appeal to the Congressman. Have you any statement to make upon that?

Mr. MEYER. I can not say that it was absolutely necessary to appeal to the Congressman, but I can say that we had a system in vogue for some time, and I understand it is still in existence, that we have an urgent system, that is, by telegraphic communication between Washington and New York, or the district offices, special attention is given to certain cases and it appeared to me that all of the cases that had had the interest of Congressmen or Senators were sent up to the New York office marked "urgent."

The CHAIRMAN. Would you offer any criticism of that procedure?

Mr. MEYER. No.

The CHAIRMAN. What have you to say, Mr. Meyer, on the matter of the payment of the debts of the board? Do you know of the financial transactions?

Mr. MEYER. No; although I met this situation, that I have found it is good policy and I still consider it so where there is an uncertainty as to the fitness of the man for a certain line or for a certain school, his ability to qualify and enter a certain school, send the man up there and let him talk it over with the dean or whoever is in charge, and I found that in sending a man to certain schools I have had some men come back saying I am qualified, but, however, they will not take any more men because their bills have not been paid.

The CHAIRMAN. What have you to say of the statement that disabled soldiers did not know anything about vocational training until some fugitive reference had been made to them by some of the Red Cross or other organizations?

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Mr. MEYER. While the activity of demobilization was going on, at Camp Dix—I was then at Camp Dix, from January to March—there was not during that time a soldier that went through the camps who did not know of the work of the Federal board. I made it a point to address those soldiers at the various community houses, Y. M. C. A., Knights of Columbus, etc., at times having an audience of as high as 3,000 or 4,000 people and almost 5,000 men, making a thorough canvass and explanation.

The CHAIRMAN. You were then representing the board?

Mr. MEYER. I was then representing the board.

The CHAIRMAN. How many people were doing that?

Mr. MEYER. I did not understand that there was anyone else. It was my voluntary work and my plan. I was not directed to do it.

The CHAIRMAN. Do you know how much effort the board had made to get the work of the vocational board before the disabled men?

Mr. MEYER. Through the hospital work and through the distribution of leaflets, I would say the board was active.

The CHAIRMAN. Have you any criticism of the character of these leaflets that were issued?

Mr. MEYER. I have.

The CHAIRMAN. What is it?

Mr. MEYER. I might almost use a simile and that is this, that these leaflets were of the character, almost, of yellow book, patent medicine booklets, of the yellow back patent medicine booklets, which one in reading finds himself suffering from all the diseases described in these booklets, and the criticism of the booklet that I have to make was that they were written in such an alluring manner that a boy reading one of these booklets was led to believe that he was fitted just for the line of work that was outlined in the booklet issued by the Federal board. The boy had read the booklet and sized himself up and said that is just what I want. The book says I can do it. I am going in and get it. That is what I want.

The CHAIRMAN. Can you give us anything from your own knowledge of the attitude of members of the board toward the man, whether training was presented to him as something that it is his right to have and he ought to accept it, or was there any disposition to discourage him in stating that he should not be seeking anything of this sort, as if it would be held out as a charity?

Mr. MEYER. I would not say the board, if you are referring to the board at Washington.

The CHAIRMAN. I am referring to the administration.

Mr. MEYER. Oh, the administration; no; I do not. I would not say that that was the attitude or that that was the feeling; but we had some individuals at the New York office who took that attitude. Those individuals are no more connected with the board.

The CHAIRMAN. There has been criticism of an alleged order that was sent out that would indicate that there was rather a hard-hearted attitude. Have you seen any order of that kind?

Mr. MEYER. I have not seen the order; no.

The CHAIRMAN. You have heard of it?

Mr. MEYER. I have heard of it.

The CHAIRMAN. Have you made any effort to see whether there is any basis for that or not?

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Mr. MEYER. There has been an action; whether it is a reaction to that order or not I can not say, because I have not seen the order, but I will say that there is too much technical proof required of the boy before he is put in training. There is too much red tape for the boy to go through.

The CHAIRMAN. There has been a great deal of contention on section 3 where compensation or allowance is not allowed. Is there any justification of the complaint of the applicants for section 2 instead of section 3? Was the board justified in taking the position it is taking?

Mr. MEYER. I do not believe it is, to my mind, and I have gone over a great many cases about section 3. I some time ago pulled from the files at random 15 cases marked section 3. To my mind, weighing the case, and not weighing it particularly in favor of the applicant, the soldier, to my mind those 15 cases, which are a good general sample, were all entitled to training under section 2.

The CHAIRMAN. Let me ask you two or three very specific questions. Do you think, Mr. Meyer, that the work of the board has to any degree broken down? I speak now of the whole rehabilitation work as administered.

Mr. MEYER. Speaking for the New York office, if you refer to the original conception by Congress of the work to be done, I do not believe that the New York office is functioning, and I will say it has broken down.

The CHAIRMAN. Have you any specific recommendations that ought to be acted upon that would cure the ineffectiveness of which you complain?

Mr. MEYER. Still I would say that there should be authority at the New York office to act on cases: but the basic trouble with the New York office, to my mind, is it lacks morale. There is no esprit du corps. There is no cohesion or working together. We have had no efforts taken to arouse the morale or the esprit du corps among the employees or the men connected with the board.

The CHAIRMAN. Could you suggest, Mr. Meyer, how the morale which is lacking could be produced there?

Mr. MEYER. My experience in industrial life has been that the creation of the morale or the esprit du corps must start at the top. Morale is but a reflection of the attitude, ability, and standing of the executives of the organization.

The CHAIRMAN. At the top. Do you mean the board here in Washington?

Mr. MEYER. No; I can not speak definitely of the board here. I might say that I have had numbers of cases that, according to the code and according to the routine, were hopeless in the way of getting them into training; that we had tried every possible plan and scheme. I have tried to get a favorable action on those cases and I brought those cases after having them marked "hopeless," brought those cases to Washington to the attention of Mr. Holder or Mr. Lamkin and other men with the board to get them to handle the cases personally and give them a personal analysis and inspection of these cases to find out if they could be granted section 2 training.

The CHAIRMAN. Do we understand, Mr. Meyer, that you give it as your judgment that the morale which is absent in New York can not

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be supplied with the present man at the head there? That is Mr. Clark.

Mr. MEYER. Candidly, I do not see; yes, sir.

The CHAIRMAN. That it can not?

Mr. MEYER. That it can not.

The CHAIRMAN. One more question and I will turn you over to the other members of the committee. Do you think that there has been in the placement of men any discrimination for or against a man because he might belong to a labor union or not?

Mr. MEYER. No. To my mind that has not occurred, but this situation has occurred. We have had men who were handicapped. I can state specifically for the jewelry business, working in the jewelry shops in some capacity, that men engaged in training in that line, and that they were definitely and I was definitely informed that the board puts no man in training in the jewelry line because there was a strike. I recall the situation and it was attempted to meet it by saying that those men were not going in as producers. They were going in as untrained apprentices, and there was no strike on of the apprentices, as the apprentices were under an agreement and could not go out on strike, as it would break the apprenticeship. But that did not change the situation.

The CHAIRMAN. Do you attribute that inability to adjust that employment to any partiality of the part of the board, or any impartiality, or was it a situation that could not be helped?

Mr. MEYER. No; I would not say it was a situation which could not be helped; no.

The CHAIRMAN. You think it could have been helped?

Mr. MEYER. I believe it could have been helped.

Mr. TOWNER. What specific recommendation would you make with regard to the soldiers?

Mr. MEYER. Less red tape putting proof on them.

Mr. TOWNER. Let us be specific about that. What do you mean by less red tape?

Mr. MEYER. I believe this, that we have now the delay in the Bureau of War Risk Insurance which is examining and has its examination of every applicant for compensation: therefore every man that goes to this board, the Federal board, for training has been examined by the Bureau of War Risk Insurance medically. The United States Public Health Service which they use is also the same branch of the Government service which we use, that is, medically. They have a complete medical history of the man, and we have cases now in the original case which will go into the same building with us at 23 West Forty-third Street and be examined medically as an applicant for compensation. Then he comes down stairs, one flight of stairs to this board, and is again medically examined. That to my mind is unnecessary. They should be able to use and show the records of the Bureau of War Risk Insurance for the man's medical and physical condition, because oftentimes through rush of work it is some hours and some times one or two days before they are examined.

Mr. TOWNER. Is it a fact that you can determine from the medical examination the physical capacity of a man for training?

Mr. MEYER. The physician seldom has the training or knowledge to do that, but a thoroughly trained employment manager and an employment interviewer with a wide enough industrial and mechani-

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cal experience could, yes, if he can visualize. The man who is able to visualize the operation that he is going to suggest to the man can also visualize this man's ability to fit into this operation.

Mr. TOWNER. The facts would come before you in a given case, we will say, that a man had been injured in the foot and his leg; it may be amputated below the knee. Your idea is that it would not require any further medical examination at all.

Mr. MEYER. Yes, after the Bureau of War Risk Insurance had examined him. No, if we had a copy that we would receive from the Bureau of War Risk of their examination we would not need any further examination.

Mr. TOWNER. Supposing a young man came without any artificial limb, what would you consider necessary to carry out the suggestion further, in a case of that sort?

Mr. MEYER. If he came without the artificial limb?

Mr. TOWNER. Yes, sir.

Mr. MEYER. It would depend a great deal upon what the applicant told me as to the condition of his stump. If he informed me that it was painful and that he was using a crutch because he could not bear to wear an artificial limb at that time, why, I still would not feel that he needed a physical examination.

Mr. TOWNER. There are a great many conditions that might exist that would affect his ability to use the limb, would there not? In other words, an amputation of a limb is not so definite that you can determine what the condition is after the amputation has occurred with regard to the man's ability to use the limb.

Mr. MEYER. No. But the Bureau of War Risk Insurance will have examined that man after the amputation has occurred and will have a complete medical history of that man, giving the actual condition of the limb and also including any other physical complications that might exist.

Mr. TOWNER. Your recommendation would be to abolish the passing upon the medical condition at all by the vocational board?

Mr. MEYER. I would say to you to unify it, make it one examination, the Bureau of War Risk and our board. I have attempted to reach that point, if I might.

Mr. TOWNER. How could that be done? In other words, this is the condition. Your permanent status of disability is determined by the War Risk Board, is it not?

Mr. MEYER. You mean the Federal board's permanent status?

Mr. TOWNER. I do not know what you mean by the Federal board. I mean the War Risk Insurance Bureau.

Mr. MEYER. They will rate the man as to his physical disability and they give him a rating basis and on that record they base their rating on his vocational disability, his vocational handicap. They do not and are not supposed under the act to base a rating on physical disability.

Mr. TOWNER. Could you disassociate those two things?

Mr. MEYER. One can not disassociate them, but one can very easily associate them. They work together.

Mr. TOWNER. Let us pass that.

The CHAIRMAN. Do I understand you to mean that if a doctor under your employment should make a finding that he should not,

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and if one under the War Risk Insurance would make a similar finding, one should satisfy the law?

Mr. MEYER. One should satisfy both, saving the man the ordeal which causes a great complaint of physical examinations. That is a cause for great criticism among the men, that they have got to go to the doctor. I have been examined, just got through with the War Risk Insurance and here I have got to go again. That leads to great dissatisfaction.

Mr. TOWNER. Yes. There is no question at all about that. But here is the condition that I can not see hardly how you are going to avoid it. You have got to determine how these men are to obtain or pursue particular lines of work. Now, if he is still incapacitated, physically, somebody has got to determine that, no matter what his original status was. He may have to be sent back to the hospital. He may be found after he goes into the shop that he can not continue that work. What is going to be done with him then?

Mr. MEYER. At that point a man who can not continue at the shopwork then becomes and should become a Bureau of War Risk ward, and should come under the function of the Bureau of War Risk, because if he can not continue his training on account of his physical condition, so that he can not even continue the training, if the physician says that he can not continue the training that man is totally disabled, and the board rerates him back to the War Risk Insurance as totally disabled and unable to take up training and should receive compensation.

Mr. TOWNER. You would refuse him training entirely?

Mr. MEYER. We would be compelled to, or until he got well if he was unable to carry it.

Mr. TOWNER. Is it not the case that it is impossible for a man to pursue one line of work when it is a very feasible thing for him to pursue other lines?

Mr. MEYER. Very often.

Mr. TOWNER. The physician says, We can not let this man work on this proposition, but he can work at some other proposition. Do you do that frequently?

Mr. MYER. Yes; that happens.

Mr. TOWNER. Let us drop that for a moment. What other practical recommendation have you to make to the board?

Mr. MEYER. That we have a broader and more definite follow-up system, following men up closely and not putting it up to the men, reverting now back to their going into training, which, as I said before, is the simplest part of the whole program.

Mr. TOWNER. I entirely agree with you, but now what are you going to do about it?

Mr. MEYER. By admitting the viewpoint that when a man has been in service and he comes and asks for training, by taking the viewpoint that he is entitled to what he asks for unless the board can prove that he is not entitled to it, simply shifting the burden of proof.

Mr. TOWNER. They all say that is what they have been doing. There is really no dispute about that proposition.

Mr. MEYER. Yes.

Mr. TOWNER. Do you say that, as a matter of fact, the board has not been doing that?

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Mr. MEYER. I have found it so at the New York office.

Mr. TOWNER. Give us some instances.

Mr. MEYER. I took that up with Mr. Lamkin some time ago, what proof was necessary, what proof would be accepted as to the man's disability, and I received a reply outlining this proposition that the best proof of the man's inability to carry on in his former vocation was a letter from the responsible employer to that effect and a statement from the doctor. We have numbers of cases where we so inform the applicant. That is the best proof, and the applicant in numbers of cases provides that proof, bringing a certificate from his own doctor, bringing a certificate from the responsible employer so far as the responsibility can be placed upon the employer, and also backing both of them by an affidavit. With that evidence before the board, which is considered and I have been informed was the best evidence, the man is still refused section 2 training.

Mr. TOWNER. That, of course, would be a clear violation of the duty of the board. I can not imagine upon what justification that would rest. What justification was given for it?

Mr. MEYER. The failure to visualize, the lack of ability to really bring what the man's work consisted of; the failure of the man in handling their cases to have the industrial and mechanical experience to comprehend the man's former vocation.

Mr. REED. I just want to press this point a little bit. I do not know Mr. Clark at all to whom you refer, but wherein is Mr. Clark lacking? I am asking this question to try to get at the type of man that is there at the head of the organization there in New York in order to create the right morale and the right spirit. Wherein is he deficient?

Mr. MEYER. I might speak from the viewpoint of an employment manager on the work given authority to employ a man to fill that position. I would say first, mainly, he lacks executive ability or he lacks steadfastness, lacks definiteness.

Mr. REED. Are there any other points that you can mention?

Mr. MEYER. No. As I say, I am not in a position to criticize and would not make any hypercritical criticism of Mr. Clark. Personally, my connections with Mr. Clark have not been at all unfriendly.

Mr. REED. That is all.

The CHAIRMAN. Proceed.

Mr. REED. Has Mr. Clark been sympathetic as far as you observed in his treatment of the soldiers and their problems?

Mr. MEYER. Broadly, yes; definitely, no. Now, I might explain why I say that. We have the greatest problem. This board has the greatest problem of the Government before it and with the Bureau of War Risk Insurance and the Federal Board naturally the problem is mostly cases which develop and it has developed that thousands of men had been taken into the service who were morons, of the mental age of 12 and 13; thousands of men through their experience have their mental status unsettled. Those are very, very difficult cases to handle. Our system of the office was that our psychiatrist would examine a man and mark him, "training not feasible." The case then would, under the system in vogue, be marked "M—90 days." That was a mental case, put on the case book in the files for 90 days, and after 90 days they would take that case out again and see if the man was recovering sufficiently to take up training. In going over

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the matter, I found that was a particular hardship and to my mind in a way brutal because we were taking the man, turning him over from the position, possibly, he may have had only anywhere from 10 to 20 per cent of compensation from the Bureau of War Risk Insurance and were letting that man float around for 90 days and nothing was done with him. Having that in view, I took up with the central office at one of my visits here to Mr. Lamkin, and I believe I took it up with Mr. Holder, Mr. McDill, and Mr. Norris (?) for ways and means to cure that.

I suggested that we form a special board to consist of one or two medical men, a medical man from the Bureau of War Risk Insurance, a medical man from the United States Public Health Service, and a vocational man, to handle these mental cases, make a particular study of the mental cases, and decide at one joint meeting having a case before them just exactly what was to be done with that case. If the case was not fitted for training for that position it was possible in that joint meeting to consider whether a mental case was suitable for training, because of his mental condition, and to determine if on that account he was totally disabled and definitely, and then in that case he became definitely a ward of the Bureau of War Risk Insurance, and that at such a meeting they could then turn the man directly over to the Bureau of War Risk, saying, doubtless, "This man is not a Federal board case because training is not feasible; his mental condition is such that he is totally disabled. He is your case and we leave him with you." The Bureau of War Risk can have him taken care of there. Such a committee was formed and with the cases they handled it worked out very successfully. It was only formed recently. Now, due to the stress of work, I understand that the Bureau of War Risk Insurance is only able to hold those meetings once a week. Getting down to definite cases, I speak of a meeting that was held last Wednesday, and on Thursday afternoon I had two cases ready for that committee to act on. Both of these men stated to me that they did not have—as they expressed it, "We haven't got a nickel. We do not really know where to go or what to do."

Mr. REED. You are referring to the soldiers?

Mr. MEYER. Yes, sir. They said, "We have not a nickel and don't know where to go." My thought was this: Those two men had the Federal board rating for a foundation, ready to be put into training, but they were not entitled to training. My thought was that they were entitled to a definite answer that afternoon from the Federal board as to what we were going to do with them. If because of some lack of machinery which we could not control we could not give them that definite answer, it was up to the Federal board to support those men and take care of them until we could give them that definite answer, which would be the next Wednesday. With that thought in mind I took the matter up with Mr. Clark, and said I thought that we should give these men board and lodging orders until at least the following Wednesday. The first day I took it up with Mr. Leahy, assistant D. V. O., and he referred me to Mr. Clark. Mr. Clark stated that he could not do it. He said, "I can not issue meal and lodging request tickets for several days." I thought then that was not a proper, or at least a definitely sympathetic, view of the situation.

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Mr. REED. So far as you know, did he have power under the law to issue them?

Mr. MEYER. We had the power to issue meal requests. When we bring men out there from out of town and hold them over the noon hour, and when we bring men from out of town it is cheaper to hold them overnight than to give them their railroad fare back home and in the next day. We do issue them board and lodging requests.

Mr. REED. You spoke about the duplication of medical examinations and the elimination of that as desirable. Now, as a matter of fact, when the physicians examine at the war risk, they really make a finding of fact, do they not?

Mr. MEYER. They make a finding of fact; yes.

Mr. REED. Then these physicians at the organization in New York make another finding of fact?

Mr. MEYER. They make another finding of fact; yes.

Mr. REED. In other words, it is like trying a case with two juries to get a finding of fact?

Mr. MEYER. Exactly.

Mr. REED. Your idea is to eliminate one of these trials?

Mr. MEYER. Yes; eliminate one and save thereby, as I can see, spending the money and also saving the temper of the men and hastening a decision.

Mr. ROBSION. Were you examined by the civil service? Did you take the civil-service examination?

Mr. MEYER. Was I examined?

Mr. ROBSION. Yes.

Mr. MEYER. That was simply by mail. There was no personal examination.

Mr. ROBSION. What were your ratings; for what office or for what position?

Mr. MEYER. I do not remember. I had two or three ratings.

Mr. ROBSION. I happen to have a letter from the commission that you were rated as a placement officer and also as district vocational officer?

Mr. MEYER. Yes. As I say, I do not remember what they were.

Mr. ROBSION. Now, has Mr. Clark, who has charge of the office up there in New York, a civil-service status?

Mr. MEYER. I am not prepared to say. I am not aware of that.

Mr. ROBSION. What is your information on the subject?

Mr. MEYER. My information is from hearsay, that he is not.

Mr. ROBSION. When did Mr. Clark take charge of the office?

Mr. MEYER. If my memory serves me right, in the early part of this year.

Mr. ROBSION. What training, if you know, did Mr. Clark have for a position of that sort?

Mr. MEYER. I understand that during the war he was in the Red Cross work in France, the Y. M. C. A. work, and previous to that he was in welfare work among young men. I gather that from conversations I have had with him.

Mr. ROBSION. Was he, so far as your information goes, or has he had any experience in vocational training or rehabilitation work?

Mr. MEYER. No; not to my knowledge.

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Mr. ROBSION. In your opinion was he a man qualified to take charge of the great New York office for that district without such experience?

Mr. MEYER. In vocational training?

Mr. ROBSION. Vocational training and rehabilitation work?

Mr. MEYER. Yes, sir; but for the reason that we have no men practically in the United States, previous to this Federal Board of Vocational Education, beginning a foundation, that really we had no experience in training of matured disabled men. It is a new problem. The Government took a new problem. There is one thing we must realize in this work and that is this: That there was, to my mind, an entirely new institution in the country that was fitted to take up the rehabilitation work of these disabled men where all of the technical schools, the trade schools, and other training institutions and facilities were organized to take in the trades, to take in the young men who had just left the school who had had a fair education but was seeking some theoretical and technical training at one of the trade schools, that to be followed by one or two years of practical experience in a shop or in an organization, in a definite branch, and then to become journeymen workers to take employment as skilled workers.

We took and gave to those schools matured men, the majority of them lacking in this educational basis and lacking in higher training not because they did not have it originally, but because they had been away from it anywhere from 5 to 10 years, and we said, here, take these men for 1 or 2 years or 3 years, or in from 5 to 10 years, and in time make them skilled mechanics. Now, we did that without having and giving proper cooperation and having the force to give the proper cooperation to see that that was done and to guide them in their work. It was a hard job to find men who were capable of doing that.

Mr. ROBSION. In view of the fact that a very great majority of the men were over school age when they entered the service, you felt that this was not a school problem?

Mr. MEYER. It was not a school problem.

Mr. ROBSION. And for the other reason that the very great majority of the men could only fit into industrial plants and industrial life and not into a mere school for education.

Mr. MEYER. I wish, personally, all the men were fitted into the industrial life, but they are still running in that ratio.

Mr. ROBSION. What do you know about the "hard-boiled" order that was spoken of previously, personally?

Mr. MEYER. Personally?

Mr. ROBSION. Or by information or what you heard people say of it in the New York office, the person in charge?

Mr. MEYER. There was a general discussion of the order throughout the office, I will say, after the information became public through the Evening Post article; the order reached the personnel of the office generally.

Mr. ROBSION. Did you hear anyone say that he had written that order?

Mr. MEYER. No; I had not heard. I heard the order discussed by all the men that were in the office, from the central office men.

Mr. ROBSION. Who were they?

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Mr. MEYER. Mr. Collier and Mr. Brigham.

Mr. ROBSION. They were paid from the central office here in Washington?

Mr. MEYER. Yes, sir.

Mr. ROBSION. Did you hear them discuss that in the New York office?

Mr. MEYER. Yes.

Mr. ROBSION. What did they say about it? Which one of them wrote it?

Mr. MEYER. From what I grasped of the conversation, Mr. Brigham was responsible for that order issuing.

Mr. ROBSION. Where is Mr. Brigham now?

Mr. MEYER. I do not know. I understand he is still in the Washington office.

Mr. ROBSION. You understand he is still in the Washington office?

Mr. MEYER. Yes; as far as my knowledge goes. I am not familiar with the personnel of the Washington office.

Mr. ROBSION. Will you tell the committee what Mr. Brigham or Mr. Collier said about the "hard-boiled" order in their discussion, so far as you can now remember? Of course, you can not remember each word.

Mr. MEYER. I got very little of the direct conversation except the statement of Mr. Brigham that some one said the issuance of the order was chargeable to him.

Mr. ROBSION. Did he explain or did you gather from the conversation there why he had issued the "hard-boiled" order?

Mr. MEYER. No; I did not.

Mr. ROBSION. What is your opinion on that sort of an order?

Mr. MEYER. My opinion is that it was uncalled for and unwise proposition and unjustified and that the proceeding was hard-boiled enough without a special order.

Mr. ROBSION. Do you say that the procedure in the board was hard enough without this especial hard-boiled order?

Mr. MEYER. Yes. I do not think that that hard-boiled order, the so-called hard-boiled order, had any particular effect on the central office representatives to whom I understand it was addressed. Figuring, as I say, I did not find any particular change in going over it. I found cases which had been handled previous to their receiving the order, if the date of receiving the order was such the public was informed it was and their action after receiving the order.

Mr. ROBSION. Would you mind telling the committee that from your examination of the cases passed upon by the Washington office that the idea expressed in this subsequent hard-boiled order had been followed?

Mr. MEYER. When you speak of the Washington office I am not in a position to state, speaking now of the central office representatives, representatives sent to the New York office, representing the Washington office, that part of the Washington personnel.

Mr. ROBSION. In other words, the hard-boiled order merely crystallized the procedure that had been employed by the representatives of the Washington office that had been sent to the New York office in dealing with the cases of the men?

Mr. MEYER. To my mind; yes.

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Mr. ROBSION. And after this hard-boiled order had come out and had become known, you found that the action of the representatives of the board here in Washington were still hard boiled so far as passing upon the cases is concerned.

Mr. MEYER. I am speaking now of the representatives of the board at the New York office.

Mr. ROBSION. Yes.

Mr. MEYER. They still have and have had for some time past a force of one, two, or three men at the New York office, the central office, Washington office representatives who are rating cases.

Mr. ROBSION. Where did they get the authority to act through rules of procedure?

Mr. MEYER. I understand it was from the office at Washington. We have no control over them, I have been so informed directly by our chief executive at New York that we have no control over the Washington executive.

Mr. ROBSION. You do not and did not approve of the procedure of the Washington representatives of the New York office in the treatment of the soldiers' cases?

Mr. MEYER. No; I do not; the fine technical definitions; no. I think rather the case board viewed it and the representative looked at the case and the case goes in the works and it should be looked after to see what is the basis that can be found in this case to put the man in training. That duty is there, to find a place to hang the training on of these men.

Mr. ROBSION. Do you feel from your experience that the rules of procedure issued and plans carried out are rather the rules and plans of exclusion rather than inclusion; I mean that they were followed or pursued in that way?

Mr. MEYER. That is it, pursuing the technical courses so as to apply to the exclusion of them, but I think in every case that has come to me that I have had the opportunity of bringing to Washington personally and submitting either to Mr. Lamkin or to any of the central staff at Washington and laying before them personally I have been able to get it through and they have willingly cooperated.

Mr. ROBSION. And you also stated that where the soldier secured the services of his Member of Congress or his Senator, that that hastened and expedited matters?

Mr. MEYER. That power led to the notice from the Washington office that this was a congressional case; hurry the routine of examination and things of that sort.

Mr. ROBSION. You say that you approve of that. I assume you approve it because it expedited matters.

Mr. MEYER. I approve anything that is going to help the boys.

Mr. ROBSION. Do you approve the situation that made it necessary to have the services of a Congressman?

Mr. MEYER. No, sir. I feel this, and my thought of the boy that goes to the Federal Board for training is this, that the board knows he is a case who has a claim against the Government. The law says he is entitled to training under certain conditions, that he goes to this board and asks for this training, that he is entitled to it, that he must feel that when he has given us all the information necessary, that every man connected with the board should consider himself

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that boy's attorney in helping him to promote the case and so present his case that he might win his case.

Mr. ROBSION. I am glad to note your attitude. I wish that every person connected with the training of the American soldier had the same attitude. In other words, you feel that the plan of procedure as has been adopted requires the soldier to prove the case beyond reasonable doubt, when on the other hand the burden ought to be on the great Government of the United States.

Mr. MEYER. Yes. With our procedure, we do not accept the best evidence.

Mr. ROBSION. In your experience with the soldier, do you find any cases of fraud; I mean, where the men are trying to impose upon the Government.

Mr. MEYER. I may say that in the thousands of men that I have spoken to, thousands of men that I have surveyed, thousands of men that I have advised, I have yet to find one case of real intentional clear-minded attempt at fraud. I will say this, that I have found a number of cases where a man, because of his mental condition was in a state of psychoneurosis, and that case I do not consider a fraudulent case.

Mr. ROBSION. That fellow was in bad condition.

Mr. MEYER. Yes. They were totally disabled, and are cases that should go to the Bureau of War Risk.

Mr. ROBSION. Did I understand you to say that, going at random and taking from your file at random, you found 15 cases that had been placed under section 3 training, that is, without compensation, that should have been in section 2 with training?

Mr. MEYER. To my mind; yes. Now, the section 3 case, the case put under section 3, has the right of appeal. That I do not think should be up to the boy. That I think should be absolutely up to this board to present the appeal and follow it on, and appeal for that man and not put it up to the man.

Mr. ROBSION. Is not that a deplorable condition where you can go through your files and find that?

Mr. MEYER. I would say that has particularly to do with this kind of a case. There was one matter brought to my attention the other day, that of 13 cases that were up before the appeal board — we have an appeal board sitting in the Washington office.

Mr. ROBSION. I understand.

Mr. MEYER. There was only one passed.

Mr. ROBSION. Then you say you laid out a great many cases and marked them major?

Mr. MEYER. Yes.

Mr. ROBSION. So that you could expedite action and relieve the congestion and help the soldier, but no action was taken on them?

Mr. MEYER. No; they were put back in the files.

Mr. ROBSION. I will ask you one further question. Before the New York Evening Post undertook this investigation, did you give any information to Mr. Littledale or to the Post?

Mr. MEYER. I did not. I had the pleasure, and I will say it is a pleasure, of only having met Mr. Littledale once personally, outside of seeing him at this particular meeting, and that was after he had published all his articles, and neither directly nor indirectly either

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him or any of his agents or servants or representatives, I have not met, to my knowledge.

Mr. ROBSION. And you are only here at the bidding of this committee?

Mr. MEYER. Of this committee, that is all.

Mr. ROBSION. Have you any design or purpose or anything except to help the soldier?

Mr. MEYER. I have had two boys in service. One is now being pushed around, he was until a day or two ago, until he is able to walk. The other just came out of the hospital a few days or about a week ago.

Mr. ROBSION. Your heart and soul is in this work?

Mr. MEYER. I attempted to get into the service. They first told me I was too old, then offered me a commission, then I was told I could be more useful, they could use me as an efficiency expert with the ordnance, which work I followed at a salary——

Mr. ROBSION. You contend that the system is wrong?

Mr. MEYER. I contend that the system is wrong.

Mr. ROBSION. And with the system wrong it can not be the success that it ought to be?

Mr. MEYER. The basis for the system of the plan is good but the gathering of the personnel to carry out the limitations that have been placed on the construction causes a lot of hardships.

Mr. ROBSION. Then you would say the procedure is wrong?

Mr. MEYER. The procedure is wrong. The view to my mind of the intent of Congress has been to start the training of the soldiers and broadening it to include every possible advantage.

Mr. DONOVAN. I understand, Mr. Meyer, that you have stated that, notwithstanding the ruling of Mr. Clark in regard to supplying that boy, that he ought to have his case or answer given him on that day or wait until the next Wednesday; what was your next step after Mr. Clark's interpretation of the law that he could not do that?

Mr. MEYER. I will say this before I go further.

Mr. DONOVAN. Having understood that, before you conferred with Mr. Clark and understood that to be the law, why did you not provide for the boy's compensation for board for those three or four days?

Mr. MEYER. I have not the power to do it.

Mr. DONOVAN. My question was, you understood, notwithstanding Mr. Clark's ruling, that under the law you were able to do it. If that was so, why did you not provide this board?

Mr. MEYER. For the reason that the books and the accounts are not in my care. I have not the authority to grant these orders; they came through Mr. Clark.

Mr. DONOVAN. But your general criticism is one not restricted but broad; knowing that you were right in your assumption of the law, which gave that boy that privilege, why did you not do it, and send him to a boarding house for three or four days until the answer came with the decision?

Mr. MEYER. I will say that I went down into my pocket and gave this boy money, if you wish to force that.

Mr. DONOVAN. Did you send them to the boarding house or pay for their meals until that Wednesday?

Mr. MEYER. I gave them some money.

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Mr. DONOVAN. I am asking if you arranged either personally or professionally as an attaché of the board, knowing, as you believed, that Mr. Clark was wrong in stating that the law could not do it, believing that under the law you could do it, did you do it, either professionally or individually?

Mr. MEYER. Out of the funds of the Federal board?

Mr. DONOVAN. I am asking did you do it either individually or professionally?

Mr. MEYER. Yes; I did.

Mr. DONOVAN. You did something that amounted to paying their board and keep every day until the Wednesday. How much did you expend?

Mr. MEYER. That I do not know.

Mr. DONOVAN. Can you not recall how much you gave? How many boys' board was it?

Mr. MEYER. I did not pay it as board.

Mr. DONOVAN. Then you did not provide for their board awaiting decision as to whether they could be put into training when you thought that under the law you had a right to?

Mr. MEYER. Not under the law, but the board had the right to. The board failed to do that.

Mr. DONOVAN. I thought you said a moment ago that you did it?

Mr. MYER. No; the board had a right to do it.

Mr. DONOVAN. Yes; I understand that.

The CHAIRMAN. The committee will stand in recess until 2 o'clock this afternoon.

(Thereupon, at 12 o'clock noon, the committee took a recess until 2 o'clock p. m.)

AFTER RECESS.

The committee reconvened at 2 o'clock p. m., Hon. Simeon D. Fess (chairman) presiding.

STATEMENT OF MR. EUGENE H. MEYER—Resumed.

The CHAIRMAN. The committee will please come to order. Mr. Meyer, will you please take the witness stand? Mr. Robsion wants to ask you some further questions.

Mr. ROBSION. What was the man's name in New York that passed on the cases?

Mr. MEYER. You refer now to the eligibility squad man?

Mr. ROBSION. The one you named this morning.

Mr. MEYER. Mr. Collier.

Mr. ROBSION. Yes; and one other.

Mr. MEYER. And Mr. Brigham. Mr. Brigham was not there passing on cases. I understand he came up there on a sort of investigation.

Mr. ROBSION. Did Mr. Collier pass on cases?

Mr. MEYER. Yes, sir; a majority of them there.

Mr. ROBSION. The rule provides, I believe, that there can be an appeal from the decision that requires a soldier to take his training under section 3 without compensation?

Mr. MEYER. There is a ruling made by the board. For some time it was necessary to send the appeals to Washington.

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Mr. ROBSION. There is an appeal board, is there?

Mr. MEYER. Yes, sir; then we created an appeal board.

Mr. ROBSION. Was not that Mr. Collier also on the appeal board?

Mr. MEYER. He is at present up there and is on this appeal board.

Mr. ROBSION. So that a case that you pass on in New York and found under section 3 with an appeal, it goes up before him as a member of the appeal board?

Mr. MEYER. Yes; and he is the central office representative as a member of the appeal board.

Mr. ROBSION. Do you think that ought to be with the trial judges as much as the appellate judges?

Mr. MEYER. I would say no. I would say it is poor policy, because a man has already passed judgment, and giving the men due credit, he has expressed his best judgment already on that case.

Mr. ROBSION. The next matter was that you said that Mr. Brigham and Mr. Collier were discussing that hard-boiled order and Mr. Brigham admitted that he was responsible for it?

Mr. MEYER. So I understood; yes.

Mr. ROBSION. Was that the hard-boiled order as published in the New York Evening Post, and were they discussing that order that was published in the Post?

Mr. MEYER. So I understood.

Mr. DONOVAN. Did Mr. Collier, in the first instance, in New York, ever see the applicant or ever have personal contact with him through the introduction of the advisory officer or directly in the cases that he passed on?

Mr. MEYER. No.

Mr. DONOVAN. It is your judgment, I think, that is what I gathered from what you said to Mr. Robsion, that the so-called hard-boiled order as printed in the Evening Post was ultimately issued by the board as a formal order?

Mr. MEYER. I never saw it as such; no.

Mr. DONOVAN. Then was there any change in the order as you understood it as it had been finally promulgated and issued, as against what was printed in the Evening Post?

Mr. MEYER. I never saw the order except from my reading it in the Evening Post.

Mr. DONOVAN. Then you do not know, and have never seen the order as issued by the board, whether it was the same as the order that was claimed by the Evening Post was issued through the board?

Mr. MEYER. No; I did not.

Mr. DONOVAN. That is what I understood.

The CHAIRMAN. You are with the board now?

Mr. MEYER. Yes, sir.

The CHAIRMAN. When did you come with the board?

Mr. MEYER. In about February, 1919.

The CHAIRMAN. Have you any knowledge of any cooperation with the board and the Elks' Association?

Mr. MEYER. From the practical working of that cooperation, yes.

The CHAIRMAN. Have you any knowledge of cooperation between the board and the Red Cross?

Mr. MEYER. From the practical working of that cooperation, yes.

The CHAIRMAN. Is there anyone in your mind, now connected

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with the Red Cross, that we might bring here to give their side of the rehabilitation work, in their experience with the board?

Mr. MEYER. The only person that I know of in the Red Cross who has been directly connected with the work, I might say, two—one is Capt. Franklin.

The CHAIRMAN. Can you give his address?

Mr. MEYER. He has had and occupies part of the office of the Federal board. He is with the Red Cross, and a Red Cross worker in the Long Island district; and Mrs. Earon—I have not her name or address, but I could get it for you.

The CHAIRMAN. We are very much obliged to you, Mr. Meyer.

Mr. MEYER. I thank you, gentlemen.

The CHAIRMAN. Mr. W. A. Clark was to have been here to-day but found it more convenient to appear to-morrow, and I suggested, and he has acted upon my suggestion, that he will be called to-morrow so as not to interrupt some work that he has, and so the committee will hear Mr. Clark to-morrow.

STATEMENT OF MR. WILLIAM C. IVES.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Please give your full name and your position and address.

Mr. IVES. William C. Ives, 23 West Forty-third Street. Prince Bay, Staten Island, is my home address.

The CHAIRMAN. What is your present occupation?

Mr. IVES. I am an adviser with the Federal board.

The CHAIRMAN. When did you come to that position?

Mr. IVES. April 15, 1919.

The CHAIRMAN. What had been your work before that?

Mr. IVES. Since April 12, 1917, I had been in the service

The CHAIRMAN. Were you overseas?

Mr. IVES. No; I was not; I was too old.

The CHAIRMAN. What division of the service?

Mr. IVES. I was a lieutenant in the Infantry, simply drillmaster.

The CHAIRMAN. Where were you?

Mr. IVES. Fort Niagara, Fort Hancock, and Camp Dix.

The CHAIRMAN. What do you mean by drillmaster?

Mr. IVES. Drilling the boys, the troops.

The CHAIRMAN. What we used to call the awkward squads?

Mr. IVES. Well, they were awkward squads to begin with but they were not after a couple of weeks.

The CHAIRMAN. That speaks well for your discipline You came to work for the Federal board in April?

Mr. IVES. Yes, sir; a year ago.

The CHAIRMAN. Are you under the civil service?

Mr. IVES. Yes, sir

The CHAIRMAN. You are one of the advisers?

Mr. IVES. Yes, sir

The CHAIRMAN. There has been a great deal said about the qualifications that are required in an adviser. Does he establish the first contact?

Mr. IVES. He does. He is practically the first man that comes in actual contact with the soldier.

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The CHAIRMAN. What would you say as to the qualifications of that man in comparison with other work? Does it take a high-grade man?

Mr. IVES. Yes. It takes a man who has come in touch with mankind from more than one angle And likewise it takes a man to get contact who has ability from a psychological standpoint

The CHAIRMAN. Had your work prior to 1917 been academic?

Mr. IVES. No, sir; not for a good many years.

The CHAIRMAN. What had it been?

Mr. IVES. Just prior to service I was for 10 years a manufacturer of scientific slides in universities, and for eight years prior to that I was an accountant and auditor.

The CHAIRMAN. What sort of an examination was given you to qualify for this work that you are doing?

Mr. IVES. I was obliged to write a thesis on the psychological problems that would be met with in advising the soldiers, the disabled men; also my history of experience and my educational history.

The CHAIRMAN. Had you ever had any work at all along the lines of rehabilitation?

Mr. IVES. No, sir.

The CHAIRMAN. One answer to that would be that there had not been much of that sort of work anywhere.

Mr. IVES. Yes; that is very true. We have had practically no rehabilitation work in the United States.

The CHAIRMAN. I think there is an institute, one that has done some work along that line with industrial cripples.

Mr. IVES. Experimentally.

The CHAIRMAN. Yes, sir; never a very extensive kind of work. How had you become interested in the work of the board?

Mr. IVES. I saw the need for the work, and I felt that I was qualified to counsel and advise.

The CHAIRMAN. Who employed you?

Mr. IVES. Mr. Griffin was the one I came in immediate contact with.

The CHAIRMAN. What was your salary?

Mr. IVES. It is at present $4,000. I took an examination for $3,600. It is practically about half of what I was making previous to my enlistment in the service, a little less than half of what I was working for.

The CHAIRMAN. The limitation of salary did not induce you to leave the service. You are still in the service?

Mr. IVES. No, sir. I am still in the service; yes, sir.

The CHAIRMAN. I do not know whether the action of Congress is clear in the minds of people who have been testifying. Congress has simply fixed a limitation on the salary, the maximum to be so much. It was not the limitation of the amount as the amount was to be paid to any particular one, whether it was a wise thing or not is to be determined.

Mr. IVES. When I was engaged they offered me $1,800, and I told them that it was absolutely impossible for me to shape my budget to meet that price, and they told me at the time that they were not allowed to pay a man more than $400 more than he was receiving in his former occupation, and then they put my former occupation as a lieutenant in the Army because I had been two years in there, which was not exactly fair. My former occupation was a manufacturer of

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lantern slides and not a lieutenant in the Army, but they said by law they were not allowed to pay more than $400 more than my previous salary. I laid the case before a certain party here in Washington and told him that I had passed a civil-service examination and knew that to my definite knowledge a man had been taken on already, a man had been taken on at about the same time that they told me this, he had been taken on at a salary of $3,000 and one at a salary of $3,600, and I got my telegraphic appointment within 24 hours of the date of my letter to Washington.

The CHAIRMAN. You have had opportunities to make close observation of the work in the office. What would you say about the courtesy or lack of courtesy that was shown disabled men?

Mr. IVES. Outside of the financial end of it, I should say that the men were treated courteously. There may be instances where the man's own behavior has provoked what he would consider discourtesy, but outside of the financial end of it I can say that the men were treated uniformly with courtesy.

The CHAIRMAN. Do you have any case in mind of provocation that induced discourtesy on the part of the board or the management? You said outside of——

Mr. IVES (interposing). I have heard men say that they were going to see that they would get it and they were going to do this and get rather belligerent and I have heard some persons in the office say, tell them where they can go, but outside of that, nothing. It was when men got provoked at the delays and got provoked at some decisions of the board.

The CHAIRMAN. Would you justify a statement to a man under provocation that would tell him where he could go?

Mr. IVES. Yes, sir; under certain conditions.

The CHAIRMAN. On what basis would you justify that conduct?

Mr. IVES. On the basis that is about all the men under the circumstances could understand.

The CHAIRMAN. Would you mean by that that the soldier making an application was not to be treated the same as you would treat anyone else coming?

Mr. IVES. Not on the basis just of his being a soldier, but I have no specific instances in mind. I may say that I have heard that perhaps one in all the time that I have been there, and I must say that under the circumstances I do not blame the person who said it, therefore, I did not consider it a discourtesy.

The CHAIRMAN. I have been a schoolman all my life until I came here in Congress and have had to do with students and it is my understanding that nothing is so insufferable to a student as to come to an officer and not be able to get decided facts as to what he is to do or where he is to go to guide him under circumstances and I know of nothing that is so——

Mr. IVES. Exasperating.

The CHAIRMAN. Exasperating. What about the delay that is being complained of in coming to the board to get final action on what they are to do? There has been so much said about it that it seems to me cumulative here before the committee that there is some foundation for that complaint.

Mr. IVES. In my private opinion it is inexcusable delay.

The CHAIRMAN. You think there was a delay, do you?

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Mr. IVES. Yes; inexcusable delay.

The CHAIRMAN. That would mean, could it have been avoided?

Mr. IVES. Yes; it certainly could have been.

The CHAIRMAN. Could you put your finger on the fault or cause of it?

Mr. IVES. The fault lies in the fact that the code and regulations governing the men who pass on those cases make it necessary that every "i" should be dotted and every "t" crossed, and that the failure of one phrase in the wording of a form letter bars it from immediate passage and then the case goes back in the files and waits until it boils to the surface again when the man has written for another interview. It may be months.

The CHAIRMAN. You may resume.

Mr. IVES. I wanted to get some papers, I have notices here of some section 3 cases, days of waiting and men who have been written up by the board in May, 1919, 11 months ago, and are not in training.

The CHAIRMAN. Can you give the committee any explanation of why this delay?

Mr. IVES. They have been given section 3 and appealed from it and it would be two or three months between letters and there would be another medical and they would be told to return to their homes and they would hear further and they would wait and write a letter to see why they did not hear and be given section 3, men who should be training.

The CHAIRMAN. What recommendation would you make right there to correct this?

Mr. IVES. There should be no such thing as training without pay. If a man is entitled to training during the time of his training he certainly is totally disabled from an earning point of view. It would take a man who is not only well and strong but a man who is abnormally ambitious to work during the day and study at night.

The CHAIRMAN. Would you eliminate this entirely, that provision to allow training under the payment of tuition and books but with no other allowance?

Mr. IVES. Practically valueless to a man who is in the mental state or physical state that a man who is receiving compensation is.

The CHAIRMAN. How much of an item would the tuition and books amount to, to give him that much? How much does he get in dollars and cents?

Mr. IVES. It depends on Congress, and there is one phase of that section 3 training which would seem to me to be penny-wise and pound-foolish. Men in section 3 can take practically unlimited courses. He may take four years of a course and he pays the tuition, and when he has it I can understand, whereas the section 2 man receiving his subsistence allowance is limited in time. My proposition would be that if a man has a minor disability he should be given training and let the limitation be in the length of time. There are a number of technical trades that a man can learn in anywhere from four to nine months at different trades.

The CHAIRMAN. Do you understand that this limitation is in the law or in the administration of it?

Mr. IVES. It is in the administration of it.

The CHAIRMAN. So that what you complain of could be corrected without legislation?

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Mr. IVES. Without legislation, yes, sir. When I went down to Camp Dix, I went down as soon as I was discharged from Camp Dix and took up a trade and was there for four months and advised the soldiers as coming from the board of examiners and board of review and advised them the understanding of the law at that time was that any man who received 10 per cent disability was entitled to training with subsistence allowance, and it was remarked to me at that time by a fellow adviser that he hated to make these promises because he felt certain that they would be so modified that these men would say, "That man promised me and he never intended to give it to me." I think all the promises made a year ago before the new procedure of July 1 and that were not lived up to is a great cause of complaint among the soldiers.

The CHAIRMAN. What percentage of the men become dissatisfied at discontinuing the training after they have entered it?

Mr. IVES. I can not say from personal knowledge that I know of any cases that discontinued the training. They have been discontinued. Here is a case right here of a man who was 60 days in the receiving station. At the end of his 60 days it was a try out, of course, to see what trades he was eligible or fitted for—at the end of 60 days he was notified that he had a negligible disability and was not entitled to training and was dropped from the pay rolls of the board.

The CHAIRMAN. Do you justify that?

Mr. IVES. Certainly not. It is directly against the instructionsfrom the central office in Washington. I have a copy of that letter that poor fellow sent to the office here. He asked for section 3 training if he couldnot get anything else. Here is a man that could do it and after proof that that man was able to get training, and after he had been out and reduced to rags and in shoes scarcely wearable, by appeal and finding out about, you can get him in section 2 there in about two days. Eventually you can get them into section 2, but they are suffering hardships while you are putting a case through, when all things considered from the right angle, they are entitled to training with pay.

The CHAIRMAN. Do you think that the rehabilitation work is justified to the extent that other persons can be rehabilitated and reeducated, or retrained or are they cases that can not be?

Mr. IVES. There are many cases, of course, that are not trainable.

The CHAIRMAN. Of course that goes without saying. I mean a party that is well and you have contact.

Mr. IVES. I think so, yes. It is rather a difficult problem to advise a man who has lost his right hand, but I think it can be solved.

The CHAIRMAN. Are there many mistakes made about putting persons in training in the wrong thing?

Mr. IVES. I am afraid there are.

The CHAIRMAN. Can that be avoided?

Mr. IVES. The only way it can be avoided is to get men capable of advising.

The CHAIRMAN. Can that be done? Are these mistakes avoidable or are they inevitable?

Mr. IVES. They are avoidable.

The CHAIRMAN. That is what I want to know.

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Mr. IVES. They are not inevitable. No, they are not inevitable, but mistakes will happen, I presume. My suggestion is that if a man goes in with certain ideas he should have advancement from the man who has had more knowledge of the vocation that this man is advised for, and should advise on it. To give you a case in point, I give you the case of a man, a log scaler. He was a tuberculosis case and there is nothing better under the sun for him than for him to be in the pine woods and do log scaling. The committee stated that it was an unsuitable avocation. It was written on a slip of paper, "unsuitable vocation, man not strong enough to do the work."

The CHAIRMAN. By t. b. you mean tuberculosis?

Mr. IVES. Yes, sir. I went to the committee and I said in what way is this an unsuitable vocation? He said a man in his condition could not scale logs. I gathered from their comments on it that they had the idea that he was going to take a scraper and scale the logs in much the same way you would scale a fish.

The CHAIRMAN. To whom are you referring that said the man could not scale logs?

Mr. IVES. The committee that passed on my advisement. The committee that O. K'd my advisement.

The CHAIRMAN. Would it be fair to say that was representative of the ability of the committee?

Mr. IVES. No; I do not think so. It was simply a vocation that they were not at all familiar with.

The CHAIRMAN. In the selection of men in the various departments of this work, do you think that the best judgment has been exercised?

Mr. IVES. Well, I presume that the man who appointed a man to fill a position, in the judgment of the man is able to fill it, and there is the man's judgment of the man.

The CHAIRMAN. May I ask this specific question: In your judgment, when the authorities selected a man, was there any motive other than the very best work that could be done?

Mr. IVES. Not that I know of. I have never had that thought in my mind.

The CHAIRMAN. Was there any negligence on the part of the board in not looking carefully enough into the qualifications of the men?

Mr. IVES. I could not say as to that.

The CHAIRMAN. Do you think there was any lapse in the general conception on the part of the board as to the character of men that were needed?

Mr. IVES. I think every angle of looking at the work led them to choose men who would handle the work from every angle. For instance, you take a man now who is rating the cases, the central office representative, he has to get an idea of the problems that the man has to meet and know more of the qualifications necessary in the man to fill the position. He is absolutely unqualified. It is an affront to the soldiers to have him pass on the man's eligibility for training.

The CHAIRMAN. The soldier has a feeling that it is his right to say and not to have an inquest on whether he has it?

Mr. IVES. That is it exactly.

The CHAIRMAN. One of the witnesses in your presence suggested a lack of esprit de corps. There was a letting down of the morale. Did you notice that?

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Mr. IVES. Yes.

The CHAIRMAN. Could you point out the cause of it?

Mr. IVES. A person asked me in this room this morning, "How is the New York office doing, getting any better?" I said, "No." He said, "Why does it not?" I said, "Did you ever see a rooster walk without any head?" That is the fault, there is absolutely no objective. There is no initiative. The personnel of the office has no confidence in the head of the office.

The CHAIRMAN. That is very significant. Is the lack of the head due to the organization that does not permit a head to be placed there, that is, here at Washington?

Mr. IVES. No, sir.

The CHAIRMAN. Is it the fault of the individual who is placed at the head?

Mr. IVES. I would place the whole lack of functioning of the New York office upon the lack of executive of the district vocational officer of the New York office except insofar as the district vocational officer of the New York office is not free from instructions of the central office.

The CHAIRMAN. Please state to the committee the nature of what is due to lack of the head there. Where we get at it? Is it here in Washington with the Board or having the wrong man in there, or is it a lack in the law that makes it impossible to do what ought to be done?

Mr. IVES. I think it is a lack of the right man in the right place in the New York office of the Board.

The CHAIRMAN. Then it must be due to the power that appoints the man? You do not need to answer that. What about the statement that sick leaves were not as generously allowed as they should be?

Mr. IVES. I can not say. I know of several cases of those with whom I have taken a personal interest who have not had any difficulty in regard to taking leave. Sometimes it interrupts their day and inconveniences them a little bit.

The CHAIRMAN. What have you to say about so many of these people being paid from the botanical gardens to make it a dumping ground?

Mr. IVES. I do not think it has ever been made a dumping ground ground. The situation there is caused by a mixture of illiterates who could not understand the lectures, and those who can, profit by them.

The CHAIRMAN. Whose fault is it, that indiscriminate mixture of illiterates?

Mr. IVES. It is largely the fault of the policy of the Board. The policy of the Board is that the man can not receive a strictly school education. He must have a definite trade objective and in order to get his schooling he must put that as a side issue.

The CHAIRMAN. Do you share in the belief expressed this morning that there is too much of the academic in the work?

Mr. IVES. Too much of the academic in the work?

The CHAIRMAN. Yes, sir.

Mr. IVES. The personnel?

The CHAIRMAN. Rather than in the selection of the men to do it?

Mr. IVES. I do.

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The CHAIRMAN. You do?

Mr. IVES. I do. I do not think there is as large a proportion now as there was seven or eight months ago, but the man who has been confined entirely to teaching children who has had absolute authority is not the man to handle matured men and advise them. They are old enough to have opinions of their own and have their opinions based on sound grounds as a rule.

The CHAIRMAN. Have you had any part in the financial transactions so as to testify whether obligations have been respected or not?

Mr. IVES. No, sir; none whatever. In regard to the financial part of it, I spoke one time about discourtesy. I have had men come in to me, literally white with anger, and say to me that they would give up their training before they would receive another cent of money from the Federal board if it had to be handed to them by so and so.

The CHAIRMAN. Was there ever, under your personal observation, any conduct to indicate that the board treated the disabled soldier as a charity hunter?

Mr. IVES. Not under my personal observation, but I have had men come to me and tell me that the chief clerk, I have had numerous men tell me that they told them in so many words, that they were getting more than they deserved and they were just spongers and just living on the Government.

The CHAIRMAN. You have heard of this hard-boiled order?

Mr. IVES. I have heard of it; yes.

The CHAIRMAN. You have seen it?

Mr. IVES. No, sir. I have not heard any conversation in regard to the matter.

The CHAIRMAN. Do you know anything about that?

Mr. IVES. Only from the results I had from the eligibility officer that it was being carried out.

The CHAIRMAN. You mean the spirit expressed in that order was displayed there at their office?

Mr. IVES. The eligibility officer there, yes, sir; the one that makes ratings, that tells a man whether or not he can have section 2 or section 3 training.

The CHAIRMAN. Is that the same person or it is a different one?

Mr. IVES. The same person.

The CHAIRMAN. Can you give the name of that person?

Mr. IVES. Mr. Collier.

The CHAIRMAN. You have read those charges, Mr. Ives, that the New York Evening Post made?

Mr. IVES. I read a great many of them, but I did not read them all.

The CHAIRMAN. One of them is that the board had really broken down in the work of rehabilitation. What have you to say from your observation?

Mr. IVES. I do not feel that the board is functioning 50 per cent of its possibilities.

The CHAIRMAN. Could you point out wherein it is lax and make recommendations of what could be done to cure it? Is the failure to function inherent in the character of work, or is it due to the ineffectiveness of the board that might be improved?

Mr. IVES. It is due to ineffectiveness and a lack of system, or perhaps too much system. Now, I will give you a case in point. I

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interview on an average six or eight men, sometimes more than that; I made up my mind one morning when I went over there that I would hang on to every case I had until the man had authorization for training. For two days I took the man as he came on and he went out of that office happy with his authorization for training the next day. But I only did this for a day and I held, and I think the central office will hold with me that you make better progress, give better satisfaction to the boys under a system of that kind than you can where you write the case and put it into a mill, as I would call it. It goes to the doctor; it goes through and it gets into the files; the problem is, when that goes, will it come up again for action?

The CHAIRMAN. You think that is entirely unnecessary?

Mr. IVES. I do. There are five advisers there. If those five advisers could put through, each of them, four or five cases a day, they would not have a bunch of men waiting there nearly all of whom are waiting there to see the status of their case and see what the matter is with their case. They are not new cases going in there. The new cases are in the minority.

The CHAIRMAN. I take it that the committee believes that you have been identified and are still identified with the board?

Mr. IVES. Yes, sir.

The CHAIRMAN. Since April, 1919?

Mr. IVES. Just a year the day after to-morrow.

The CHAIRMAN. If you will qualify these questions. The charge has been made that the board has neglected the disabled men. Have you any case in mind that would substantiate that?

Mr. IVES. My answer to that would depend on the definition of neglect. If a man comes in there and puts in his application and he states his case, that he wants it to go through as fast as possible and it gets into the files and is not brought up for action or the man is not given training for three months it does seem as though it was neglect.

The CHAIRMAN. About the case you mentioned a while ago, where you have a memorandum on your paper of a man who waited 11 months, what would you call that?

Mr. IVES. Inefficiency of the board.

The CHAIRMAN. Is that a milder term than neglect? You do not think that is a case of neglect?

Mr. IVES. It might be termed such.

The CHAIRMAN. What would you say about inexcusable delay in reaching final adjustments?

Mr. IVES. I think if a great many of the hampering instructions could be eliminated and the New York office, the divisional office, given power to decide the case, a great deal of delay could be done away with.

The CHAIRMAN. You have put it hypothetically. How could it be eliminated?

Mr. IVES. As far as the act of Congress, it could be eliminated without further legislation. That is a matter of policy of the directorate.

The CHAIRMAN. The red tape that you mentioned, or was mentioned by other witnesses, do you think that is inevitable and can not be avoided?

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Mr. IVES. I do not know; no, sir. I think it should be avoided.

The CHAIRMAN. What recommendation would you make in changing the law' but first, not to confuse you, is it limited to-day? What recommendation would you make in changing the law, if any? But that is a matter for Congress, and that will be our business.

Mr. IVES. I read the law pretty carefully and I feel that the law as it stands is sufficient for the board to act on. But I feel that it is a great injustice to the soldiers to offer them training without pay.

The CHAIRMAN. That is one recommendation you make, to eliminate the section 3 idea altogether?

Mr. IVES. Eliminate the so-called section 3, eliminate the without training. Have the training with pay and let the compensation be adjusted according to the length of time.

The CHAIRMAN. Have you any other recommendation that you think ought to be acted upon? We take it that this inexcusable delay ought to be eliminated. What I am after is, is there something under the regulation of the board that ought to be eliminated or that ought to be superseded by some other regulation?

Mr. IVES. These instructions that come from central office from time to time, I do not know definitely whether the district vocational officer has the power to modify them. I should rather—I should give the benefit of the doubt to the intelligence of the board and say that any divisional officer that they felt worthy to appoint as such should be considered fit to use his judgment in regard to the carrying out of instructions.

The CHAIRMAN. I want to ask you three very specific questions.

Would you think it advisable to allow the training to be done under the discipline of the Army rather than under the board?

Mr. IVES. No.

The CHAIRMAN. Would you recommend that the work of rehabilitation, the War Risk, and the Public Health be centralized under one head?

Mr. IVES. From many angles it would eliminate some of the causes of the delay, but I do not think you can centralize—do you mean centralized in Washington?

The CHAIRMAN. I mean to put the three functions under one head, under one authority.

Mr. IVES. Well, it has its points of advantage, but it is a pretty large question for a man of my caliber to answer.

The CHAIRMAN. There has been some objection from the very beginning to the Federal Board for Vocational Education administering this law. I was one of the members that wanted it done by the Federal board; there were others who thought that it had better not be put under that board. The question with the committee is whether this work could be better done under some other direction than that of the Federal board.

Mr. IVES. The Federal Board for Vocational Education, as I understand it, dealt with problems of school education from a technical point of view and not with mature men, and the addition of rehabilitation that was formed to handle the soldiers is a distinct work anyway, and it could be joined with the public health.

The CHAIRMAN. This must be said, Mr. Ives, in behalf of the Federal board, it was created to administer the Smith-Hughes Act. That dealt with pupils not under 14 or above a certain age. No

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complaint has ever come that I know of in the work of the board confined to the Smith-Hughes Act, but when we created the rehabilitation work we put it under them, thinking that it was the same type of work, only applied to adults. There is where the complaint has come in. Now, the question is shall we detach this work from the Federal board? If so, where will we put it?

Mr. IVES. It can not be the same type of work when you apply it to adults. It can not be the same type of work in any respect when it is applied to adults as it would be as applied to immature minds.

The CHAIRMAN. Well, I think I would agree with you on that. Would you detach it from the Federal board and place it under some other head?

Mr. IVES. I should think it should be an organization of itself. It is not associated in any way with vocational education of minors

The CHAIRMAN. How long do you contemplate this work as applied to the soldier will continue?

Mr. IVES. Well, I think with the follow-up work it will be a pretty active organization five years from now.

The CHAIRMAN. What is the average length of time for training?

Mr. IVES. Well, I am not in the training department.

The CHAIRMAN. No; you are in the advisory department.

Mr. IVES. I am the one that comes in actual touch with the men.

The CHAIRMAN. We understand it is about 10 months.

Mr. IVES. I should judge it was longer than that.

The CHAIRMAN. Up to date the average is about 10 months.

Mr. IVES. I would have said a year and a half.

Mr. TOWNER. The delay that you spoke of, Mr. Ives, is occasioned, as you stated, at least by two causes. First, the adherence to red-tape methods. Let us refer a little more particularly to that. As an instance you said if a man did not answer some particular question that was in his questionnaire, the papers would be sent back to the physician and it might be two months again before they were returned.

Mr. IVES. Very often.

Mr. TOWNER. Now, the rule of the office was that every question must be answered satisfactorily?

Mr. IVES. Yes, sir.

Mr. TOWNER. And the general proposition as to whether the man is entitled to training is lost sight of in the consideration of immaterial details? Is that what you would say?

Mr. IVES. I feel that very strongly. I had a case——

Mr. TOWNER (interposing). Now, if you will just pardon me one moment right there, Mr. Ives, I want to follow that up directly.

In seeking for a remedy—because that is what we are after,—these hearings will be of no particular benefit unless they should result in an improvement of the service, and unless we can correct the errors that are made manifest by this examination. Now, let us see if we can remedy that proposition.

In the first place, how much of a questionnaire do you think is essential; not how many questions might be asked, but to what extent is a questionnaire essential?

Mr. IVES. Well, the majority of the questions on Form 502, which we fill out, are practically necessary to the man who is advising the man.

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Mr. TOWNER. Then, the answers to the questions are for information rather for exclusion?

Mr. IVES. Certainly.

Mr. TOWNER. Information to the officers that they may act intelligently, rather than the means by which the man's case might be delayed?

Mr. IVES. Yes, sir.

Mr. TOWNER. Well, then, it is in the application of the law. You would not change the questionnaire, because you believe that all the questions that are contained in it are illuminating and throw light upon the conditions, and are well to be asked and well to be answered for the purpose of acting intelligently on the case? That is true, is it?

Mr. IVES. Yes, sir.

Mr. TOWNER. But the mere failure to answer those questions, you would say ought not to be considered as an excuse or justification for the delay in passing upon the case?

Mr. IVES. But it is not so much the failure to answer them as the failure to answer them as explicitly as the eligibility officer feels is necessary. The boy will answer a question, "How were you wounded?" "I had a gunshot wound in the thigh," and by quizzing the man I find that it makes him lame and it weakens his leg, and he is not able to stand as long as formerly. I write all that down. That man then goes to the medical officer. That medical officer rates him, "This man has had a gunshot wound in the leg and he is lame," and he is granted so much compensation by the War Risk Insurance, and our medical officer will rate him, and he has his questions to answer—the medical officer—"Is this man handicapped for his former vocation?" He writes yes or no. "Do you advise it?" He writes yes or no. "Is it a major, minor, or negligible?" And he writes what he considers it. Now, I had a man who had a gunshot wound in the chest, which came out under his left shoulder blade, and he was marked a major, and he was considered by the eligibility board as able to resume his former vocation and was refused training.

Mr. TOWNER. Although he had been shot through the chest?

Mr. IVES. He had been shot through the chest. He was from a technical standpoint—he was able to resume his training.

Mr. TOWNER. You mean his former occupation?

Mr. IVES. His former occupation; yes. This is a concrete example of technicalities. His occupation was a bookkeeper, at which he earned $25 a week, but he earned from $60 to $75 a week as an exhibition boxer and fancy basket ball player, which he was entirely barred from, and all he asked was that he could take a course in accountancy whereby he could follow up and try and get as much as an accountant as he had made formerly for his bookkeeping and his boxing, and he was refused on the technicality that he could be a bookkeeper. If he could be an accountant, which he applied for, he could be a bookkeeper, and he was refused on that technicality.

Mr. TOWNER. Now do they adhere strictly to the rule that if he is able to pursue his former occupation, he is excluded absolutely and shall not have any training with pay?

Mr. IVES. Too strictly.

Mr. TOWNER. Then after all it comes to this, that in the administration by which they follow, or seem to follow, exclusionary rules

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rather than those rules that would be helpful to the soldier—is that the case?

Mr. IVES. I made the remark to the powers that be up there—I have said to them in so many words that "It seems to be your definite object to make it as hard for a man to get in as you can make it."

Mr. TOWNER. That is a very severe indictment of the action of the board, and a very severe indictment of the action of the New York office.

Mr. IVES. I have said those very words to the men up there.

Mr. TOWNER. I was just going to follow that up with this: If that be true, then, the policy, the major, dominant policy of the New York office and the board is wrong, is it not?

Mr. IVES. All I can say is that my policy throughout has been to do what I felt the Congress intended for the boys when they made the law, and I have come into conflict with the board on that point.

Mr. TOWNER. Now I want to call your attention to another thing, another phase, another cause for delay which you have not spoken of particularly, although you have referred to it, the delay that is occasioned by reason of the failure to allow the divisional offices to pass upon an application without reference to the board at Washington. That is the occasion for delays also?

Mr. IVES. Yes, sir.

Mr. TOWNER. Your belief is that it would be very much better to put the responsibility upon the divisional office and allow them to put the man into training if they believed he was capable of being so advantageously trained?

Mr. IVES. If you get a man who is fit to be a D. V. O., he should have the ability to make that decision.

Mr. TOWNER. Well, that would remove delay, but it would not remove incompetency; neither would it remove a failure to carry out the purpose and intention of the law, would it, Mr. Ives? For instance, let us be specific about the matter. You have told us what kind of man the superintendent of the New York office is, Mr. Clark, and you said he was not the right kind of a man. It would not help things if Mr. Clark was to determine those cases, would it?

Mr. IVES. Not a bit.

Mr. TOWNER. Then it is not alone the delay of which complaint may be made by sending them to the central office, but it is because of the fact that the right kind of man is not at the head of the New York office.

Mr. IVES. If they had the right kind of man at the head of the New York office, Washington might feel that they were justified and warranted in entrusting that power to him.

Mr. TOWNER. What would be your idea about this proposition, Mr. Ives; if the men who are placed at the head of the divisional offices were given the power to pass upon these cases and decide for themselves without reference to the central office at Washington as to whether or not the men should be put into training, do you think that it would result in a more careful selection of divisional officers or heads?

Mr. IVES. Why, it must necessarily, because I certainly would not advocate delegating such power to incompetents.

Mr. TOWNER. I believe you advise that every man who is entitled to training at all should be allowed compensation?

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Mr. IVES. He should be allowed subsistence allowance during the time of his training, yes, because during training a man is totally disabled from an earning standpoint.

Mr. TOWNER. I think your logic is correct, and is it your idea that the law as it now exists would enable the board to do that if they chose to do it?

Mr. IVES. That was their original promise. That was their original promise in accordance with the law, that every man who received 10 per cent disability was eligible for training with compensation.

Mr. TOWNER. Now isn't it the rule of the divisional offices to refuse to recommend for training any person that has a disability of 10 per cent or less?

Mr. IVES. Less than 10 per cent.

Mr. TOWNER. You would still have that rule in operation, would you? In other words, you would not allow a man any training or compensation either from the board if he did not have a 10 per cent or greater disability?

Mr. IVES. He has to be compensable by the War Risk Insurance. I think that is no more than just, because the War Risk is exceedingly liberal.

Mr. TOWNER. That is what I am coming at. In other words, do they refuse training to men that have a greater than a 10 per cent disability with pay?

Mr. IVES. I have a case here of 100 per cent. I have several cases here of 100 per cent.

Mr. TOWNER. Your answer to my question is "yes," then?

Mr. IVES. Yes; they have refused training to those of 100 per cent.

Mr. TOWNER. Your recommendation specifically stated again is that if any person has a 10 per cent or greater disability, he is entitled to training if he asks for it, with compensation?

Mr. IVES. Yes, sir. But if they want to grade their disabilities they could grade it into the length of time granted. That is, a minor could have from six months to a year, and a major could have from a year up, if necessary.

Mr. TOWNER. You stated that the new cases that were coming in were in the minority; that is, you mean by that, first applications?

Mr. IVES. First applications; yes, sir.

Mr. TOWNER. There are a great many men who made first applications, however, who have not followed them up, are there not?

Mr. IVES. I think they follow them up until they get tired.

Mr. TOWNER. Yes, I know; but when they do get tired they stop following them up, do they? In other words, we have heard of a good many cases where men went to the office and waited two or three days and were not able to be served, or, having been ordered for training, went, in one case, nine times to the physician to be examined, and in cases of that kind finally become discouraged because they felt it was no use to pursue their effort any longer. Now, those cases apparently seem to be quite numerous. What is your judgment as to those cases?

Mr. IVES. There are a great many cases—there are numerous cases of men who just keep at it, but I don't know—I could not say as to the number who have permanently dropped their efforts—that is, permanently.

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Mr. TOWNER. That is what I am trying to come at, because the fact is less important than the remedy. How is it important to obtain contact with those men who, because of some fault, perhaps, of the board or of the divisional officers, or for some other reason, have desisted in their efforts? How can we again reach them? How can they be encouraged to make another application and make another effort to get the training?

Mr. IVES. The only way would be, as they do, by letter, or else send a man right to them. If he doesn't answer a letter and he is within the Manhattan district, they could send a man to see him.

Mr. TOWNER. Have you a record in the New York office of the men who made their initial application, whose names were taken when they first went in there, but on whose cases no final decision has ever been made?

Mr. IVES. I don't know as any such record—I don't know of the records.

Mr. TOWNER. But it must be there, must it not, Mr. Ives?

Mr. IVES. I think it should be.

Mr. TOWNER. You have got a record book there that shows where the original application was made, and of course you have a record of the final disposition of that case. Now if there was a record of the initial application and no record of the final adjudication of the case, you would know how many cases were not passed on, would you not?

Mr. IVES. The office probably has such a record, but I am not familiar with the numbers.

Mr. TOWNER. Must not such be the case, necessarily?

Mr. IVES. I should think they should be in a position to supply central office at any time with the status of the cases in the office.

Mr. TOWNER. Now then with regard to such cases, is any effort made in the New York office to ever again get in contact with those men, or to ever again try to induce them to follow up their applications?

Mr. IVES. I think so; yes, sir.

Mr. TOWNER. To what extent and how is it done?

Mr. IVES. Well, that is out of my province entirely. That goes in the correspondence department.

Mr. TOWNER. Haven't you any knowledge regarding it?

Mr. IVES. Not personal knowledge; no. As I said before, this writing to a man is when the case comes up in the natural course of going over the cases, and the delay is in that period of time before they write to them.

Mr. TOWNER. Mr. Ives, I am going to ask you a question. It may be somewhat embarrassing to you to answer it further, but this is too important for mere questions of that kind to stand in the way of trying to effect some remedy. Take the case of Mr. Clark, who is at present at the head of the New York office, you say he is incompetent as an executive officer. Has that knowledge, or is that within the knowledge of the board?

Mr. IVES. I should judge that the board must have received the views of a number of employees there on that.

Mr. TOWNER. Have you ever called the attention yourself of the board to the fact that Mr. Clark is an incompetent officer, an incompetent head?

Mr. IVES. Whom do you mean by the board?

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Mr. TOWNER. I mean the board here in Washington.

Mr. IVES. I gave Mr. Lamkin my opinion just to-day.

Mr. TOWNER. Just to-day? You never did before?

Mr. IVES. Not in so many words. I said that I did not think he had the confidence of the office.

Mr. TOWNER. How closely does the board here in Washington keep in touch with the New York office?

Mr. IVES. I am not in a position to say. I am in no position to know the correspondence.

Mr. TOWNER. How would the board here in Washington know that Mr. Clark was an incompetent executive?

Mr. IVES. I think the condition of the New York office would prove it.

Mr. TOWNER. For what reason?

Mr. IVES. For what reason what?

Mr. TOWNER. You say you should think the condition of the New York office would prove it. Now what do you mean by that?

Mr. IVES. You asked me if the Washington office knew of Mr. Clark's incompetency, and I said that the very condition of the New York office would prove his incompetency.

Mr. TOWNER. But what we are trying to get at is, how can the board here in Washington know Mr. Clark's incompetency?

Mr. IVES. By regular reports and regular—this investigation seems to be centered upon the New York office; there seems to be quite a few exposes of conditions there.

Mr. TOWNER. Yes, but of course the evidence before us goes back even of Mr. Clark's incumbency, but your statement regarding Mr. Clark's incompetency is based upon your personal observation, as you have come in contact with him there in the New York office.

Mr. IVES. Yes, sir.

Mr. TOWNER. Have you ever had any personal difficulty with Mr. Clark?

Mr. IVES. None whatever, sir. I have no personal antagonism; it is merely my desire for the welfare of the office and my recognition of the lack of cooperation, or lack of cohesion.

Mr. TOWNER. You think you are justified in saying to the committee that your judgment of his efficiency and competency is an unbiased judgment?

Mr. IVES. Entirely so. I have absolutely no personal reason; I have never had any difficulties or unpleasantness with Mr. Clark. We have always had the most pleasant relations.

Mr. DONOVAN. Mr. Ives, you made your contract with the board under the jurisdiction or the administration of Mr. Griffin?

Mr. IVES. Yes, sir.

Mr. DONOVAN. And during that time I think you said about seven or eight months ago there were a greater number of academic men there than there are now?

Mr. IVES. There seemed to be, yes, sir.

Mr. DONOVAN. And you have also stated that you did not think the New York office operated or functioned now any better than it did before?

Mr. IVES. It has not, no, sir.

Mr. DONOVAN. I think it is important that the committee should know who that individual was—I think you should be given an

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opportunity to explain that, which is the reason I asked the question—what individual, I think you said it was a young lady, that told some of these boys that they were sponging on the Government?

Mr. IVES. It was not a young lady, no, it was the chief clerk.

Mr. DONOVAN. What was his name?

Mr. IVES. Mr. Moulton.

Mr. DONOVAN. Is he in the employ of the board now?

Mr. IVES. Yes, sir.

Mr. DONOVAN. And did I understand you to say that when one of the men was given his pay check or his stipend, whatever it was, whatever you term it, he said he disliked very much to take it from the man who gave it to him?

Mr. IVES. He made the remark to me that he would cease training before he would ever take another cent of money handed out by that man. Those are just the words he used to me.

Mr. DONOVAN. Have you any objection to telling the committee who the man was?

Mr. IVES. I am sorry to say I can not remember the name. I remember the conditions, and I could tell you what course he is taking. He is taking a navigation course. I could locate him probably.

Mr. DONOVAN. It is not important if you don't remember it. Now, how do you feel toward your own personal service that you have rendered to the boys and to the Government? About how would you say, assuming 100 per cent was perfect, how near that mark would you be willing to say that your own service has been to the boys, on one side, and the Government on the other?

Mr. IVES. Well, it has been 100 per cent for the boys. But there was a remark made once up there in conference that a large number of cases had to be readvised, and they were cautioning the advisors, and at that time I had not been with them only—not over four or five months—and for my own satisfaction I tried to find out in regard to my cases, and I went to several of the men whose duty it was to review the cases, to see whether they should be readvised, and they told me that not from 2 to 4 per cent of my cases were ever readvised. That is all I can say in regard to the nature of my work, the character of my work; and as for the boys, if a boy gets into trouble and gets section 3, I make it a point to fight it out for him. I do it right along.

Mr. DONOVAN. As I understand, you say that to give conscientious service to the board, working at top speed, the best you could do would be to advise four cases per day.

Mr. IVES. Under present conditions. Under present conditions where you have to wait so long for the boy to be advised by the doctor, which could be eliminated if we accepted the war risk medical finding.

Mr. DONOVAN. Well, might it not be in some instances that a greater degree of disability was incurred from the examination of the war-risk doctor to the time that your medical man made the examination, or might not the reverse be true, that an improvement developed from the time of the war-risk doctor's examination until yours? Would that be safe in all cases to follow that general principle?

Mr. IVES. I can conceive of cases where if a man waited long enough he might get well. Now we had a case of dementia precox

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up there, and the doctors marked him up, "Is this case feasible for training?" The doctor said "Yes," and he was recommended for a case in training and it was marked "M, 90 days"—a mental case to be revived in 90 days. That was done quite a few times and finally they concluded the man had recovered and he did not get any training after he had waited for it for nearly a year.

Mr. DONOVAN. I understood that your immediate occupation before being connected with the board was manufacturer of scientific slides?

Mr. IVES. Yes, sir.

Mr. DONOVAN. What were those slides?

Mr. IVES. Stereoptican slides for geographical and physiological subjects, mostly.

Mr. DONOVAN. Before that you were an expert accountant?

Mr. IVES. Yes, sir.

Mr. DONOVAN. Do you recall what Mr. Clark's training or business was before he was appointed D. V. O.?

Mr. IVES. I have absolutely no knowledge of his previous history, not a particle.

Mr. DONOVAN. But you are satisfied that he is not a fit man to execute the duties or administer that office? In other words, he is incompetent?

Mr. IVES. Perhaps I am not competent to pass judgment on the man as far as that is concerned, but the results of his administration up there are manifest and answer the questions for themselves.

Mr. DONOVAN. Has it been true in the New York office that one of the D. V. O.'s was taken away from there, disconnected involuntarily, so far as his part was concerned, from the service, and then the appointment of the Assistant D. V. O., Dr. Butler, was canceled because the civil service found that he was incompent to occupy that position?

Mr. IVES. I never heard the name "Dr. Butler."

Mr. DONOVAN. He testified here yesterday. He was Mr. Griffin's assistant D. V. O.

Mr. IVES. Mr. Miller?

Mr. DONOVAN. No; it was Buckler. I supposed the name was Butler, but I find it is Buckler.

Mr. IVES. During my first four or five months with the board I was not at the New York office at all, I was practically not associated with Mr. Griffin at all. I was there for a week and then I was sent to Camp Dix and stayed there until after Mr. Griffin left. So I don't know the man at all.

Mr. DONOVAN. Well, that is a fact, however, that those two men were substantially removed, and then they were succeeded by a Mr. Farwell. Did you serve under him?

Mr. IVES. Yes, sir.

Mr. DONOVAN. What did you observe as to his qualifications as an executive? What is your opinion about him?

Mr. IVES. He seemed to have executive ability, but how far he was right in his letter of resignation I am not competent to judge. A man in my position in the New York office would not be able to know what the restrictions were placed upon the D. V. O. by the central office.

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Mr. DONOVAN. In the case of Mr. Clark you are satisfied that if he were given greater discretion than he had, he would not be competent to execute it?

Mr. IVES. I am perfectly satisfied of that.

Mr. DONOVAN. And you have never given the advantage of your opinion, expert or otherwise, to the board as to the futility of keeping Mr. Clark there until yesterday you spoke to the rehabilitation divisional officer, Mr. Lamkin, who is not a member of the board?

Mr. IVES. This morning, it was.

Mr. DONOVAN. That is all.

Mr. BURROUGHS. Mr. Ives, you have been with the board now about a year?

Mr. IVES. Yes, sir; lacking two days.

Mr. BURROUGHS. Did I understand you to say that you were employed by Mr. Clark in the first place?

Mr. IVES. No, sir; by Mr. Griffin.

Mr. BURROUGHS. That was before Mr. Clark came to the office?

Mr. IVES. Yes; Mr. Clark has only been there since last January.

Mr. BURROUGHS. Are you one of the vocational advisors?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. How many vocational advisors are there at the present time connected with that office?

Mr. IVES. Right in the office there are four what we call "of the floor." That is, they receive soldiers and come into personal contact with the soldiers. There are other advisors called "field advisors" that have other duties.

Mr. BURROUGHS. Are they what is known as training advisors?

Mr. IVES. No; field advisors and training is a distinct thing.

Mr. BURROUGHS. I thought I had this one, but I guess I have not. I have known of the vocational advisor, the training advisor, and the medical advisors.

Mr. IVES. And the placement advisor.

Mr. BURROUGHS. And the placement advisor; but I had not before this heard of the field advisors.

Mr. IVES. Well, they are vocational advisors, but they are out in the field and act in contact with men who are not accessible to the divisional office.

Mr. BURROUGHS. They are vocational advisors?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. Only instead of doing their work in the office they are out in the field?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. Then, perhaps, that differentiation is not very important. But as I understood you, it is your opinion that in the choice of these men too much emphasis has been laid on theory and too little emphasis has been laid on their practical business experience or practical experience with men?

Mr. IVES. It would seem that way, because there are some that manifestly have not come in very wide touch with mankind.

Mr. BURROUGHS. Some of the vocational advisors?

Mr. IVES. Well, I don't know so much about the advisors. Really the man's chance for training does not hinge so much upon the advisor as it hinges upon those who pass on the papers later. That is where the hitch comes.

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Mr. BURROUGHS. Now, then, will you not tell me who they are and what positions they hold? Do you mean the case board?

Mr. IVES. Well, they call it the joint committee and eligibility officers.

Mr. BURROUGHS. What is the joint committee?

Mr. IVES. It is a committee formed of a man who knows the duties required in various and sundry trades; in other words, a well-informed man in regard to trades, and a doctor, and I don't know what qualifications are required of the other man. There are three men on the joint committee.

Mr. BURROUGHS. Is the function of that committee to pass upon the work of the advisor?

Mr. IVES. Exactly.

Mr. BURROUGHS. Well, that is probably then what I have previously understood is the case committee.

Mr. IVES. Yes; the case board.

Mr. BURROUGHS. The case board. Now you say those men are not properly chosen?

Mr. IVES. No; I am not—it is the ratings, the eligibility officers' rating that the case board can't get. It can't pass its case until it is rated. It doesn't pass on the work of the advisor until after the case is rated.

Mr. BURROUGHS. Who rates it?

Mr. IVES. The eligibility officer, the Washington representative.

Mr. BURROUGHS. The eligibility officer?

Mr. IVES. And that eligibility officer—I said to him once, "Well, I will appeal this case," and he says, "You can't appeal it." I said, "If I can't appeal it to you, I will appeal it to Washington." He says, "I am Washington's representative; they will send it back to me."

Mr. BURROUGHS. Is the eligibility officer there in the New York office?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. Who appoints him?

Mr. IVES. He is a Washington representative, a representative of the central office, and his word is law. He is not under the orders of the divisional vocational officer.

Mr. BURROUGHS. You say he is under direct orders from Washington?

Mr. IVES. Orders from the central office; yes, sir.

Mr. BURROUGHS. And the D. V. O., as you call him, the vocational officer, has nothing to say to this eligibility officer?

Mr. IVES. No, sir.

Mr. BURROUGHS. He has no jurisdiction, no authority, over him whatever?

Mr. IVES. None whatever, and he can not change his rulings.

Mr. BURROUGHS. And you say that this eligibility officer must pass on all the work of the adviser and give each paper a rating?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. Before it can come before the case board at all?

Mr. IVES. My contention is this: That if I am worth my salary as an adviser, my opinion as an adviser should have some weight in regard to the case, and if I write on this case, "This man is unques-

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tionably unable to resume his former occupation," I think that statement is put on there after a careful talk and questioning of that man and getting all the data that I can possibly get by questioning him. Now, I put that question on the case, and another man that comes in and has not come in touch with the man turns to the medical officer's report, and the medical officer says, "No signs of any weakness; wound apparently well healed, and man apparently should be able to resume his former occupation." And that offsets my interview. Now, then, my conversation with the man is absolutely valueless.

Mr. BURROUGHS. And you say the eligibility officer has power to do just that thing?

Mr. IVES. He has power to decide which of those two reports he is to take.

Mr. BURROUGHS. And he does that without any interview whatever personally with the man?

Mr. IVES. He will not even look up from his paper to see a man. I went over to him once and I said, "Mr. Collier, will you take a look at one of your section 3 men?" A man with his fingers like this [indicating], and his elbow like this [indicating], and he says, "No." I said, "Very well; I didn't expect you to." And I walked away. He had given the man section 3.

Mr. BURROUGHS. Now, the man who holds that position at present is Mr. Collier?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. What is his full name?

Mr. IVES. F. S. I don't know his name.

Mr. BURROUGHS. How does he hold the job?

Mr. IVES. He was supervisor of advertisement in the New York office when I first went there. He had to O. K. all advertisements there, and he O. K'd them. He O. K'd all advertisements.

Mr. BURROUGHS. Wherein does his function differ from that of the case board or joint committee that you speak of? They also look over your advertisements, do they not?

Mr. IVES. Everybody does.

Mr. BURROUGHS. Now, then, where comes the division between the two? What is the difference between the function of this gentleman, Mr. Collier, and your joint committee?

Mr. IVES. The eligibility officer decides whether the man can have training at all. The joint committee decides whether, in view of his disability, the advisement is wise.

Mr. BURROUGHS. And then after the joint committee has passed upon it, after, we will say, the eligibility officer has said that he may have training, and the joint committee has decided that the advisement is wise, we will say, then the papers go on to Washington for a still further decision?

Mr. IVES. No; then it is taken to a man who O. K's it the second time.

Mr. BURROUGHS. Who is he?

Mr. IVES. Well, I don't know just his official title, but he gets his O. K. to go forward—I don't know just why it is necessary—but I presume it is to keep a record of all cases that have been passed.

Mr. BURROUGHS. Then do you understand that after the case board has passed upon the case and it has been O. K.'d there, that the papers have to come here to Washington?

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Mr. IVES. They do not; they can go to training next day. It is only in exceptional cases—there are certain conditions that the papers come to Washington like a four years' university course, or something that requires full four years, but in ordinary training up to two years the cases do not have to come to Washington.

Mr. BURROUGHS. Where do you find the chief cause of the delay that is complained of?

Mr. IVES. Well, I would say that it is in letting go of the case at all before the man's case is complete and he has a definite answer, because if it is not a fault, but if a case gets into those files, necessarily it must take some time for it to come to the surface again and be acted upon, but if it is acted upon and kept in the machinery until it is completed, your delay is over.

Mr. BURROUGHS. We have had instances here, Mr. Ives, not only one but several, of young men who have come here and told their stories, and have told us that the delay in their cases has been as much as eight or nine months. Now, what is the cause for that?

Mr. IVES. Well, there may be various and sundry causes.

Mr. BURROUGHS. We want to know what they are.

Mr. IVES. In some instances it is the man's own fault. I have a case in mind now of a man that I tried my best to persuade to wait, and if he had waited another 15 minutes, but he had been in there three different times and every time he had waited from morning until late in the afternoon, and it was just about time to come to his case, and he got irritated or irked with the long delay and went away just about the time his case would have been acted upon. And twice I have tried to get him to wait another 10 minutes and he would get his case acted upon, and he wouldn't do it.

Mr. BURROUGHS. Is it necessary for a man to be present in order to have his case acted upon?

Mr. IVES. In order to have a medical examination.

Mr. BURROUGHS. Yes; but after the medical examination is taken and all this preliminary matter is gone through with, shouldn't it be possible to get action on that case without the presence of the applicants themselves?

Mr. IVES. Oh, yes; but in most of the cases that are delayed you will find that it is something that the man should do. He should make out an affidavit or should bring a letter from his employer, or he should bring something else, which has delayed the case, and that is the cause of it.

Mr. BURROUGHS. Do you find from your experience of a year in the New York office that there is what we would term—or what has been termed "too much red tape" there now?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. Now, won't you specify wherein red tape consists—of what it consists?

Mr. IVES. Well, as I say, you must bring a case through certain channels and there must be all the i's dotted and all the t's crossed, and every little minor, immaterial, absolutely immaterial point, filled out, in order that the man may get what he is absolutely entitled to without their having been filled out. He is absolutely entitled to it in the first place. It would not make any difference

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if that man had a leg off; it takes the same length of time for it to go through as though he had a case of chronic bronchitis.

Mr. BURROUGHS. Now, you have been there a year, Mr. Ives, and I believe you have a basis of experience from which you can give us some valuable advice. Let me ask you this question: How long, in your judgment, ought it to take under a reasonable system, from the time the original contract with the man is made, before he can be placed in training, taking into account everything that ought reasonably to be done?

Mr. IVES. About the placing and training—you mean about a decision as to whether he is to receive training, not actual placing in training?

Mr. BURROUGHS. I mean that; yes.

Mr. IVES. At the longest it could be done in 48 hours, easily, even with the red tape.

Mr. BURROUGHS. Now, then, in your judgment, what is about the average length of time that it does take?

Mr. IVES. There are so many long cases, that the average would bury the short cases. That is the trouble.

Mr. BURROUGHS. I am not asking for the exceptions. I am asking for about the average. Take the average case that comes in: about how long does it take?

Mr. IVES. That would be largely a guess, but I should say it was close to a month anyway, on the average, right straight through.

Mr. BURROUGHS. Where it ought to be done, in your judgment, in 48 hours, it takes practically a month?

Mr. IVES. The men are entitled to it in 48 hours, and furthermore, their pay should start from the time we come in contact with the men. Our delay is our fault.

Mr. BURROUGHS. Let me be sure that I get that now on the record just as you want it to be.

You say where in your judgment it ought to be done within 48 hours—now I am not taking into account, and you are not taking into account the exceptions at all—in the average case, it does take close to a month?

Mr. IVES. I should say so, yes; average it right straight through.

Mr. BURROUGHS. And to meet that situation I understand you indict both the system and the personnel of the New York office? That is, you say that the system is bad in that there is too much red tape; and, second, you say that the D. V. O., Mr. Clark, is incompetent for the job? Now, is that right?

Mr. IVES. Yes, sir.

Mr. BURROUGHS. Did you want to explain further?

Mr. IVES. I feel that a great many details could be cut out to advantage to the men, and that the requirements entitling a man to training could be made a great deal less exclusive—exclusionary. There have been some requirements—the very fact that a man is receiving compensation makes him according to the law eligible for training, and if he eligible for training, his training should be on a basis that he can be self-supporting. I have a man right here, a man named Hanley, who accepted section 3 because he could not get anything else; and he came in to me to see—he was working a couple of hours evenings and doing little odd work, and he said he could not make ends meet. He was plucky, willing to do more than his share, and

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he wanted to know if there was any way or if I could introduce him to the Red Cross, or make any arrangements for him whereby he could get a loan until he could complete his course in wireless telegraphy, which only takes six months, and if he is entitled to anything at all he is entitled to pay for six months.

Mr. BURROUGHS. You think, as I understand you, that they all ought to have section 2 training?

Mr. IVES. They all ought to have training with subsistence allowance.

Mr. BURROUGHS. And you say that because, as I understood you, you believe that from your experience wherever you contest the matter they get section 2 training as it is?

Mr. IVES. They get it every time. A case will come to the Washington office, and they will get it. They will change the eligibility officer's ruling on further evidence nine times out of ten. I might as well say every time, and that appeal board—you can get that changed too, if you fight long enough. I speak from a soldier's standpoint. I was 13 or 14 years in a uniform myself, and I come pretty near understanding the psychology of the soldier, and I understand the atmosphere and the attitude in which they come to the board.

Mr. VESTAL. Mr. Ives, I do not want to encumber the record here, but I want to ask two or three questions relative to the steps that are taken by the board and by these men before they actually get into training. I don't know whether I have it in my mind right or not, but what is the first thing, if a soldier comes to the board, what is the first thing that is done? What is the first step?

Mr. IVES. He gives his name to the information desk, and he takes his seat, and in the course of time they find out whether he is on record there at all, and, if he has a record, we look that up and bring it up, turn it over to the advisors, and—a man is brought to me, for instance, and I advise the man, take his record, and write it out, and he goes from there to the doctor. It is generally about a three to four hour wait before he can see a doctor.

Mr. VESTAL. Now, right there—then your work, as I understand it, is an advisor, is to advise the soldier how he shall proceed to get his case acted upon?

Mr. IVES. Not in the least.

Mr. VESTAL. I got that impression from what you said.

Mr. IVES. I advise the man in the light of what information I get in regard to his education and his previous experience, and in the light of his disability, weighing them all together, finding out what vocation is suitable to his disposition, his education, and his disability, and advise him to take a training in that trade.

Mr. VESTAL. Do you do that advising before it is determined from the examination of the doctor that he is entitled to such training under section 2 or section 3?

Mr. IVES. The doctor will not pass upon the man until he is advised, because the doctor makes his medical advice: "Is the man capable physically of performing the duties of the vocation to which he has been advised?" They will not advise a man—they will not make a medical examination of a man until after he has been advised, except in cases of mental. Then I will not advise a man until after I have had the doctor's decision.

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Mr. VESTAL. Go right ahead; I stopped you there.

Mr. IVES. From the doctor—I don't know, but as far as I gather, those cases go into the files. The man is told when he has his medical examination: "We will let you know;" and in the course of about six weeks that man comes in and says: "I haven't heard anything of my case. I want to know what has become of it." Then they go through the same procedure again.

Mr. VESTAL. Now, let me ask you: After the soldier has been advised, as you say, by yourself, for instance, he immediately goes to the doctor?

Mr. IVES. Yes, sir.

Mr. VESTAL. Now, what is there to hinder, after the doctor's examination, closing up his case and putting him into training?

Mr. IVES. Absolutely nothing.

Mr. VESTAL. You say that is not done?

Mr. IVES. Never. I may say, unless—there have been cases, I will say, where I stay right with the man, and I take that case right from the doctor, and if the doctor approves it I take it right to the joint committee, and the joint committee approves it and it goes through.

Mr. VESTAL. What is the purpose, then, of putting these papers into the file and saying to the soldier "We will call you when your case is completed"? What else is there to be done to that case?

Mr. IVES. Nothing, except to have the joint committee pass upon it. It has got to be rated by the eligibility officer, and then passed on by the joint committee in regard to whether my advisement is approved.

Mr. VESTAL. That is what I want to get. After the doctor examines the case, then where does it go?

Mr. IVES. It should go right straight to the eligibility officer, and from the eligibility officers to the joint committee.

Mr. VESTAL. What is the duty of the eligibility officer?

Mr. IVES. He looks at the doctor's examination. He looks all through the case and combs it with a fine-tooth comb to see if he can find anything that will possibly exclude the soldier from training. As near as I can find out that is his duty, and it goes from the eligibility officer to the joint committee.

Mr. VESTAL. What is the duty of the joint committee?

Mr. IVES. The joint committee passes upon the wisdom of my advisement, as near as I can say. The joint committee will tell me that it is not a suitable occupation, or something of that kind.

Mr. VESTAL. Now, if it is O. K.'d by these two committees, then what?

Mr. IVES. The man can go into training the next day. That is why I say that 48 hours can do it, and if that proceeding should be carried out there would be less than half the men sitting in chairs there waiting for a decision on the status of their case.

Mr. VESTAL. Let me ask you this question: Don't you believe, for instance, that the district of New York is entirely too large to take care of the number of cases that come before the board there in that district?

Mr. IVES. The district of New York is entirely too large for the one office to handle?

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Mr. VESTAL. That is, the territory taken in by that district board?

Mr. IVES. No; I would not say so.

Mr. VESTAL. You don't think it would be advisable to have smaller districts, where the soldier would come in contact with persons in the community that knew him before he went into the service?

Mr. IVES. Oh, you mean substations, as it were?

Mr. VESTAL. Yes, sir.

Mr. IVES. But all centralized in the New York office? We practically have those now.

Mr. VESTAL. How large a district does the New York office take in?

Mr. IVES. It takes in Connecticut, New York, and New Jersey.

Mr. VESTAL. You think that one office in New York, the central office, is able to take care of the people from that district?

Mr. IVES. Yes; 75 per cent of that population is within 50 miles of the central office.

Mr. VESTAL. I would like to ask some more questions, but I will not?

Mr. ROBSION. Were you in the Spanish-American War?

Mr. IVES. Yes, sir.

Mr. ROBSION. What rank did you hold there?

Mr. IVES. Sergeant of marines.

Mr. ROBSION. How long were you in the World War?

Mr. IVES. From the 12th day of April, 1917.

Mr. ROBSION. Were you injured in either war?

Mr. IVES. No; not in either of those wars. I was injured in the Cavalry in 1883, Troop B of the Sixth Cavalry.

Mr. ROBSION. There is some evidence adduced here tending to show that the soldiers to some extent have been exploited in New York by turning them over to certain business concerns. Do you know anything about that?

Mr. IVES. Yes; I have a friend who got quite chummy with my family and used to come over there every Saturday and he told me—I asked him, "John, what are you taking?" "Oh," he says, "I am taking tailoring. I put down for cutter and fitter, and I have been there for three months, and I have been there for three months and I haven't learned anything." I said, "Where are you?" He said, "I am such-and-such a place. There is no instructor down there." Well, I hunted that case up, I looked it up and I went to the man and I said, "How many Federal Board men are there down there?" He said, "I don't know. I will find out." He found out, and there were 35 Federal Board men there in placement training. We are paying the men $80 a month subsistence, allowed to learn the tailoring trade, and they are making contract Government overcoats, and the man has no pay roll. That is the situation. I took him out of there. I took him out of there two days after that.

Mr. ROBSION. What is the name of that concern?

Mr. IVES. Greenburg.

Mr. ROBSION. In what part of New York is it?

Mr. IVES. I could not give you the address.

Mr. ROBSION. Now, you say that this Greenburg's firm, tailoring concern, had 35 of the disabled soldiers, vocational board men, there?

Mr. IVES. Yes, sir.

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Mr. ROBSION. And did the Government pay this fellow Greenburg anything for training the soldiers?

Mr. IVES. Not that I know of; no, sir.

Mr. ROBSION. You say that he did not have any pay roll. What do you mean by that?

Mr. IVES. I mean that he didn't have to pay anything for those 35 men. He got pretty cheap labor to work on contract overcoats without any instructor, and the men were learning nothing that they could not go out into the open market and get $20 a week to do.

Mr. ROBSION. Well, have the other men been taken out of there?

Mr. IVES. I don't know how the situation stands at all now, but the fact that the man had no instructor was what rather put me to looking it up.

Mr. ROBSION. I understood that the Government was paying this man Greenburg $30 a month for instruction for each soldier there. Have you any information on that subject?

Mr. IVES. No; I have not. I did not know that.

Mr. ROBSION. Well, you are still with the board?

Mr. IVES. I am.

Mr. ROBSION. Now, did you give this information to the New York Evening Post?

Mr. IVES. I did not know Mr. Littledale nor any man on the Evening Post until long after the articles came out.

Mr. ROBSION. You are here at the request of this committee to give your testimony?

Mr. IVES. I had a note from Mr. Littledale about it, and I said to my wife "That must be that man—that Spanish War veteran, that wanted a committee meeting."

Mr. ROBSION. Well, you are here at the request of the committee, are you?

Mr. IVES. Yes, sir; only.

Mr. ROBSION. Have you any interest in this matter in any way—I mean for or against anybody.

Mr. IVES. Absolutely no personal element enters into it at all. All I desire to see is that the boys get what Congress intended that they should get.

Mr. ROBSION. And you have no prejudice for or against anyone connected with the work?

Mr. IVES. None. All I want to see is that the boys get what is coming to them.

The CHAIRMAN. Mr. Ives, before you are excused, did you know a man by the name of Whitney, one of the advisers?

Mr. IVES. I remember the name, but I would not know him if I saw him.

The CHAIRMAN. Did you know a man by the name of Ward?

Mr. IVES. No.

The CHAIRMAN. Did you know a man by the name of Wertz?

Mr. IVES. No. I was away from the New York office so many months that there was quite a change in the personnel.

STATEMENT OF MR. WILLIAM NOYES, LEONIA, N. J.

(The witness was sworn by the chairman.)

The CHAIRMAN. Mr. Noyes, give your full name and present address to the stenographer.

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Mr. NOYES. William Noyes, Leonia, N. J.

The CHAIRMAN. Judge Towner will examine you in chief, Mr. Noyes.

Mr. TOWNER. What is your present occupation, Mr. Noyes?

Mr. NOYES. I am connected with the Federal Board, Division of Rehabilitation, New York office.

Mr. TOWNER. How long have you been connected with the work of the board?

Mr. NOYES. I was one of the first to be employed in August, 1918.

Mr. TOWNER. What is your present work?

Mr. NOYES. In the Federal board office I am in the training department.

Mr. TOWNER. Have you been in the training department ever since you have been with the board?

Mr. NOYES. For the first six weeks that I was with the board I was in the Washington office, the local Washington office before it was moved to Baltimore. Then my work was primarily that of advisor.

Mr. TOWNER. What was your occupation before you took service with the board?

Mr. NOYES. I was director of industrial education in the city of Duluth two years; previous to that I was assistant professor at the Teachers' College, Columbia University.

Mr. TOWNER. During your service with the board you have served with all of the men who have been superintendent of that office, have you?

Mr. NOYES. The New York office; yes, sir.

Mr. TOWNER. Who was the first superintendent with whom you served?

Mr. NOYES. Mr. Griffin.

Mr. TOWNER. And who was the one that succeeded him?

Mr. NOYES. There was a little period of two weeks when Mr. Lamkin was there, and then Mr. Farwell, and then Mr. Clark.

Mr. TOWNER. From your service under these superintendents what can you say as to the efficiency, the effectiveness, of their work as superintendents?

Mr. NOYES. The New York office, it seems to me, has been peculiarly unfortunate in not having men of executive type at the head of the office.

Mr. TOWNER. Your observation is that all of these superintendents have been lacking in executive ability?

Mr. NOYES. Some in one way; some in another.

Mr. TOWNER. Well, what about their executive ability?

Mr. NOYES. Well, making a sweeping statement, as I look at it, the position might be comparable to that of a college president. Here are 4,500 men at present in training in the New York office, men getting every type of training and education almost that it is within the resources of those three States to provide. That means not only for successful management a very wide amount of information about technical matters, educational matters, but also of fine administrative ability. From the very start it seems to me that the New York office has been lacking in that administrative ability.

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Mr. TOWNER. What can you say as to the attitude of these superintendents toward the soldiers themselves? Has it been sympathetic, apathetic, or antagonistic?

Mr. NOYES. It has been sympathetic so far as concerned individuals. That is to say, when any particular individual case came to the eye and ear of the district vocational officer, the machinery of the whole office was bent to carry through that particular case. But what was lacking was such association and definition of function on the part of the officers and the functions of the board, that the whole movement could go on smoothly.

Mr. TOWNER. It has been lacking, then, in unity of purpose?

Mr. NOYES. Decidedly so.

Mr. TOWNER. Your judgment is that that defect is attributable to lack of vision or of administrative ability on the part of the superintendent?

Mr. NOYES. Partly.

Mr. TOWNER. During the period of your service, what has been your personal relations with the heads of these departments?

Mr. NOYES. Entirely cordial.

Mr. TOWNER. Have you any feeling of antagonism against any of them at this time?

Mr. NOYES. Not the slightest.

Mr. TOWNER. Have you had any cause to have that sort of feeling?

Mr. NOYES. Well, I went to New York with Mr. Griffin and two others to open that office. I had then the position of supervisor of advisement and training. Through some reason which I never understood, someone else was put into my place and I was made subordinate. That man is no longer in the New York office. His administration was so unsatisfactory that he had to be removed. Naturally, I had a little feeling that that was not a wise step on the part of the office, displacing me.

Mr. TOWNER. Have you, yourself, ever made any suggestions as to the improvement of the work in the New York office to the superintendent?

Mr. NOYES. I have with me three or four letters that I wrote to an officer of the central office with regard to it.

Mr. TOWNER. I asked you first as to whether or not you had taken the matter up with the superintendents themselves. I was coming after that to the question of the board.

Mr. NOYES. So far as it was possible. Mr. Griffin was a very unapproachable man from the point of view of suggestions or criticisms. He never consulted with anyone in the office; he never had conferences, never took the advice, or correction, or ideas of anyone in the office; consequently it was a very difficult matter to approach him with any suggestions as to the administration of the office.

Mr. TOWNER. Did you ever make any effort to do so?

Mr. NOYES. Indeed, I did.

Mr. TOWNER. Did you make an effort to approach any of the other superintendents with whom you served?

Mr. NOYES. Mr. Farwell—during Mr. Farwell's régime, my functions were very largely in the field in follow-up work throughout the states of Connecticut, New York, and New Jersey, and I had very little to call me into direct relation to Mr. Farwell. Through the two months or so that Mr. Clark has been in the office, I have several

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times made suggestions to him, which have been received in a very cordial and pleasant way.

Mr. TOWNER. Has any action been taken on your suggestions?

Mr. NOYES. So far as I could see, my suggestions—you mean with Mr. Clark?

Mr. TOWNER. Yes.

Mr. NOYES. In several cases, yes. He has asked me to write memorandums to him about questions of internal administration.

Mr. TOWNER. Well, still I don't think you have answered whether or not they have acted upon your suggestions.

Mr. NOYES. Well, as I remember it, the questions were matters largely of formal relationship, and they, as it were, came into the pot. We have been going through a very complex and confused period of late, many aspects of which—many portions of which—Mr. Clark himself was not at all responsible for, and naturally I had my dealings with my immediate superior, the supervisor of training. He and I are in constant conference about these matters, so that the things that I have had to suggest have been largely through my immediate superiors.

Mr. TOWNER. What I had in mind more particularly, Mr. Noyes, was as to the policy of the office in a general way.

Mr. NOYES. I think I can answer that best by recurring to the situation as it was in its earlier days there. The great difficulty was that there was no policy; there was no plan; everything was discordant and it was the most difficult thing to get any sort of common agreement as to procedure. Again and again the individuals in the office, the other officers and myself would have conferences by ourselves and say, "How can we get this through and how can we get that through?" We were unable to get it through because we never could get a conference with the head of the office. We even resorted to all sorts of subterfuge by inviting the head of the office to dinner, to see if we could not get things discussed there, but when dinner came he never proposed any changes or raised these questions. We had to force them.

Mr. KING. Was that Mr. Griffin?

Mr. NOYES. That is Mr. Griffin, yes. Consequently my efforts along that line proved rather futile, to try to get procedure settled.

Mr. TOWNER. What efforts, if any, did you make with the central office here in Washington with regard to change of policy?

Mr. NOYES. I wrote four or five letters, personal letters to an officer in this board, stating what I thought were the chief difficulties in the New York office; what the causes of our failures were—failures that were entirely apparent to every one in the office; we were not doing our work, functioning as we should have functioned, and these letters—I have copies of them here——

Mr. TOWNER (interposing). What was the result of your appeal to the Central Board?

Mr. NOYES. Nothing.

The CHAIRMAN. If there are no objections, we would like to have those letters, both to the board in New York there and here submitted for the record.

Mr. TOWNER. You may hand those letters that you referred to as having sent to the board here in Washington to the reporter to be made a part of your testimony.

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Mr. NOYES. Now one or two of these are all I have—all I have is the notes that I wrote. If I could dictate those to some one some time.

Mr. TOWNER. You can dictate those to the stenographer if you desire to do so.

Mr. NOYES. Later—all right.

(The letters referred to follow:)

DECEMBER 20, 1918.

DEAR MR. MILLER: I have just heard from Mr. Griffin that Mr. Hamilton considers the recommendations for training furnished by district No. 2 are more poorly prepared than those of any other office.

I have, of course, no knowledge by which I can test such a comparison myself, but I am not sure whether the criticism thus made relates to the form of the recommendations or to the fitness of the recommendations to the cases under consideration. I may, perhaps, in a personal note to you, offer a word of explanation, if not of apology, for this condition.

Here are some of the conditions that will in part furnish an explanation.

There was for a long time no distinct understanding as to who was to prepare 12 in Form 503. The directions accompanying Form 503 say that the recommendations are to be prepared by the D. V. O. No procedure for the routing of cases was ever formally adopted in District Vocational Office No. 2. Mr. Griffin probably assumed that I was attending to this matter: I assumed that he was doing it during my absence at hospitals (as Mr. Greener in D. V. O. No. 4 had done).

The only attention I could possibly give to this matter was in the short intervals between my trips to hospitals and schools. I remember the first batch of cases to come before a case board was laid on my desk one-half hour before I had to leave on a trip of several days' length. During my absence there was a case board meeting. Naturally, in these cases no details were worked out. Later, when it became plain that the recommendations were being illy prepared, I undertook their preparation. The correctness of this procedure is now certified by Miscellaneous No. 67, just received. I may say incidentally that the fact that there was no method of procedure determined upon in our office was due, perhaps, to the fact that we have had up to the present time no regular staff meetings, except one when you were here in October. These, I gather from Miscellaneous No. 67, are expected to be held regularly, and I doubt not that they will be. Indirectly, these meetings should facilitate the handling of much detail by the determination and agreement upon policies.

May I presume upon your patience to ask a few questions about the duties of a supervisor of training?

In Miscellaneous No. 67, part 1, paragraph 2, line 13, what is meant by the phrase "Occupation which has been agreed upon as desirable for him." Agreed upon by whom? Is it expected that there shall be a committee of the staff to agree upon a recommendation?

There is no such understanding in D. V. O. No. 2. The custom here has been for the V. A. to make a recommendation for the case officer to decide by himself whether the case is for placement or training, and latterly, for the supervisor of training in turn by himself to make out the specific recommendation in paragraph 12, the medical officer to recommend that the men go to a warm climate or a high altitude, then for the case officer to summarize the case, when it comes before the case board, when it is seen for the first time by the D. V. O. The case board turns down most of the cases. There is no opportunity for a defense to be made of the recommendations by anyone who knows anything about them, and they all are then, whether passed or not by the case board, sent on to Washington. It is not surprising that central office turns some of them down, the surprise is that they do not turn down more.

Let me assure you, Dr. Miller, that I shall do my best to meet the multiform duties forced upon me by our lack of a suitable force, and I shall appreciate keenly any direct and personal suggestions and criticisms from you or from Mr. Hamilton that you see fit to send me.

Yours, very truly,

W. NOYES.

NEW YORK, N. Y., *January 2, 1919.*

DEAR DR. MILLER: I wish I might see you and talk over various matters in order to get your criticisms and suggestions.

We have been having a mighty strenuous time since you were here and, I doubt not, have made some mistakes. These, I think you will believe when I explain, have

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been largely due to the pressure under which we work, due to an inadequate force, both clerical and staff.

It is quite common for Mr. Griffin to work until midnight in the office, and some of the rest of us are often there working evenings. Blair's work is far in arrears. It is simply physically impossible for me, for example, to make initial contacts with the hospitals, to review interviews with soldiers, to make surveys of schools, to prepare recommendations, to speak frequently in public, to attend to the office in Mr. Griffin's frequent absences, sometimes lasting several days, to receive his and my visitors, to interview soldiers, and even—because there is no one else to do it—to make preliminary surveys of the many soldiers who come into the office. Often days go by without a spare moment to attend to correspondence.

Now, in addition to all these duties, which I have tried to perform, I am confronted with the additional duties of attending to the details of contract according to the new code and inspecting training work. In a district of this size all these things simply can not be done by one man and one stenographer.

But there are other reasons why we are not satisfied with our results. Mr. Blair (case officer) and I have talked matters over many times, and I think we are agreed as to the main points that need improvement.

1. We are frequently in uncertainty as to the division of duties. We are all willing and eager to cooperate and to lend a hand at the point of greatest need, and matters are constantly being straightened out, but I must say more often by rough experience than by planning and foresight.

For example, you will remember that when you were here last you spoke to me about the impossibility of one man functioning both as supervisor of advisement and of training. But there was apparently nothing else for me to do. No one else appeared to act as senior vocational advisor or to make contact with hospitals. Meanwhile the work of training grew apace. There was no concerted plan laid out for attending to these functions. Instead, I would be arbitrarily sent to this or that hospital to make contract; but, aside from making a formal report of my visits, I was not consulted as to the method of covering these hospitals with vocational advisory work. I flatter myself in thinking that my opinion might have been worth something in determining the distribution of the force of advisers, but it was not asked. I have been ordered to make contact with this and that and the other hospital, and then, having learned the facts as to need of visits, have been utterly ignored "regarding vocational advisers in hospitals (memo. G, page 21, sec. D 9). "Their selection, training ,assignment, duties and supervision" have been carried on (so far as carried on at all) at the discretion of the D. V. O. above.

Meanwhile, some of the functions of supervisor of advisement were just as arbitrarily turned over to Mr. Blair (case officer), such as the hunting up of men who had been already discharged from hospitals. Mr. Blair was quite willing to do it, as I was to have him, but unfortunately for a while we were both doing the same thing, neither knowing what the other was doing. In the same way I would make plans to visit hospitals only to find I was running counter to other plans laid by Mr. Griffin. From these difficulties, however, I have now escaped, since my duties as supervisor of training have become so onerous that I have had to abandon entirely any visits to hospitals. If I have relations to the V. A., it is not because of any concerted plan, but rather by accident. Sunderland came down from northern New York the other day chock full of perplexities and questions, and hung around all one day for an opportunity to ask them of Mr. Griffin. I was out of the office all day on business, but Mr. Griffin having left, I stayed two hours in the evening to help out Sunderland. There is no plan by which he or any other adviser can get supervision or help.

Another example:

The day before Christmas it was rumored about the office that Mr. Hamilton would be present Tuesday morning, but no effort was made, so far as I know, to have all of the force present. At 9 o'clock Mr. Hamilton appeared, and Mr. Blair and I chatted with him till 10, when Mr. Griffin came. His excuse for lateness was that he had a breakfast engagement with his daughter at 8, but she did not appear till 9.05. Then at 10, it seemed that he planned to take the train to Boston at 12, though Hamilton had planned to stay until 5 and have a conference in the afternoon, after letting the office girls go.

But instead Hamilton and Griffin agreed to go to Boston together at 12 noon. That meant their going out and changing tickets, so that finally the meeting got started at shortly before 11. There were present Griffin, Blair, Constantine, Graham, Hopper (a new man), Reiling (a volunteer), and myself. Griffin asked Sunderland to state his problems and afterwards asked me if I had any. Then, in the midst of the discussion, Griffin left the conference table, went over to his desk, and attended to his mail, while we discussed with Hamilton our problems. Being thus unable to bring

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things to a decision we got little or no light on our perplexities. At 12 the conference was over. Mr. Griffin informing me—when I asked, and not before—that he would be back the following Monday, December 30. Here we are simply staggering under our loads, working early and late, and the D. V. O. departs without a word of advice or direction.

On Thursday morning, December 26, Dr. Kidner was here for the day; the only plans for his coming were a telegram sent to this office from New Haven by Mr. Griffin, directing us to call in by telegram all men in the vicinity. If I had not happened to be staying late Tuesday p. m., December 24, the telegram would have been useless, for no men could have been called in in that case. As it was I succeeded in getting in Fish, Blair, Hopper, Collier, and Dutton (?).

The first thing Dr. Kidner asked was whether we had heard the results of the recent conference of the D. V. O.'s in Washington. We had not even heard that there was a conference in Washington. No one of us had any desire to criticize our superior officer, and in order to learn what procedures were expected we asked in regard to this point or that what the practice was in other offices. Even so, it was almost embarrassing to seem to be in an attitude of unrest and dissatisfaction.

The simple fact is that no one of us knows what is going on; we have no idea what Mr. Griffin's plans are until we are ordered to do this or that. For example, this morning, January 2, I went to the office with plans for the next few days, including several important engagements. On my desk I found a note directing me to proceed at once to the State Agricultural School at Farmingdale, Long Island, where I would meet Mr. Ladd, agricultural expert of the State board of education. It developed later that this visit was the result of the conference between Mr. Griffin and Mr. Wilson, head of the industrial department of the State board of education, wherein a plan was worked out for cooperation between the State board and the Federal board as to agricultural training. No intimation of such a conference was given to me, although I am supposed to make arrangements with institutions and to supervise training. It certainly was embarrassing to me to have to ask a stranger—Mr. Ladd—what this plan was.

In our conversation it developed that he was to go on from Farmingdale to Cornell Agricultural College at Utica, and then to the State Agricultural School at Cobleskill. Was I to go on with him? Or was Griffin to go with him? He did not know. So I telephoned in to the office to find out. To make a long story short, I am now on my way to these places. As nearly as I can guess, Griffin intended to go himself, and at the last minute decided to have me go. Not that I object in the least to taking the trip; what I do object to is living in the dark, being kept incomunicado till the last minute and then ordered off.

There is nothing personal about all this: every one in the office feels the same way. There is not one of us that would not stay in town one or even two evenings a week for conferences. We have kept asking for conferences again and again. We had two with you, you remember? Then one evening Griffin asked Blair and me if we would stay and have supper with him. He raised no questions, made no suggestions, and introduced no topics for conversation relating to our work, but we did, and then Blair and I planned another supper and asked him to stay, and again we raised questions of office procedure. After that we hinted or asked plainly when we could have conferences. He replied that Chandler did not believe in conferences, that they were a waste of time.

Then came a circular letter (memo. 67, I think) directing that there should be frequent conferences, but aside from those mentioned, and the one with Hamilton, when Griffin gave his attention to signing letters, and the one when Dr. Kidner was in New York, when Griffin was absent, there have been no conferences at all. No wonder we are in the dark.

Moreover, there is no system whatever of diffusing information. A circular comes from Washington addressed to the staff. All that is done to dispense the information is a slip of paper clipped on it, on which is written "To Blair, Noyes, Constantine & V. A.'s. I am certain that they rarely, if ever, get abroad."

Mr. Griffin has been absent one, two, or three days almost every week, going to Washington, or to his home in Andover, Mass. Christmas week he was absent five days. It is only by accident that I find out that he is going to be absent, and never has he left any directions as to his affairs during his absences. If, on his return from Washington, he would call us together and give any report of what he had learned there we should be well satisfied, but, unless we ask, only accidentally do we learn of any results of his visits abroad. Meanwhile, during those absences, we that are left have to carry the burden of his work.

You understand, Dr. Miller, that I have not the slightest ill-will in the matter. If the board want its local office run in an autocratic way, why, so be it. I am per-

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fectly willing to take orders, but it is my conviction that if one man is to run the office without consultations or interchange of opinions, he should be a man of extraordinary executive ability.

Yours, very truly,

———— ————.

JANUARY, 1919.

DEAR DR. MILLER: Following are some questions which I should like to ask, in no captious spirit, I assure you, but in the hope of facilitating the work in the New York office and securing better results.

1. What do the words "He shall confer," etc. (Memo G. p. 13, sec. 1), mean?

2. What is meant by a "local plan of organization and procedure"? (same paragraph).

3. How can there be a "local plan" where there are no conferences?

4. Is a promise to have conferences, oft repeated but never fulfilled, to be considered satisfactory—as a will for the deed?

5. Is one supper together, at which were present the case officer, the placement officer, the supervisor of advisement and training, and the D. V. O., in which there were no proposals of plans offered for organization or procedure, except as others than the D. V. O proposed them; is such a supper, held only once in two and one-half months to be regarded as an adequate substitute for regular conferences?

6. Is it the settled policy of the chief (Dr. Chandler) that there shall not be district staff conferences, since they are "waste of time," as we are told by the D. V. O.?

7. Is it to be understood that the dictatorial orders to individual members of the staff, without consultation, is the best procedure?

8. Has the D. V. O. the right to ignore the directions of Memo. G, at his own will, as, for example, in deciding what shall be the duties of each staff officer, without any previous consultation with such officers?

9. E. G. Is the case officer to be told arbitrarily to assume part of the functions of the S. A. & T. (the assignment to field work; Memo. G. p. 21, sec. D. g.)?

10. Is the S. A. & T. to be ordered to make contract with this or that hospital, and then having found the facts as to need of visits to be utterly ignored in making plans "regarding vocational advisers in hospitals" (Memorandum G, page 21, sec. D. g.)?

11. Is "There selection, training, assignments, and duties and supervision" to become a function of the D. V. O. at his discretion alone?

12. Is the matter of the training of the V. A.'s so unimportant that it can be left to their casual experience? Especially as the D. V. O. himself has had practically no experience along this line?

13. Is it wise for the D. V. O. to be absent on an average of one day of every week, visiting Washington or his home (Andover, Mass.) without leaving any directions with any of the staff as to procedure in his absence?

14. Would it be wise—or not—for the D. V. O. to be absent from the office from early Wednesday p. m., November 27 until December 2 without any word of direction to the officer who is expected (Memorandum G, page 21, D.) to "act in his stead" during his absence?

15. Is it strange that under such circumstances the conduct of this office is not always continuous and consistent?

16. If the directions for filling out Form 503 explicitly say that section 12 is to be filled out by the D. V. O. and nothing has ever been said to S. A. & T. asking him to do this; if no plan for routing cases has been agreed upon, can the S. A. & T. be justifiably called upon to account for not making the recommendations in section 12, form 503, in a formal way?

17. What is the best way of deciding upon the recommendations in section 12? If the V. A. makes one recommendation, and the case officer another, the S. A. & T. another, and the doctor still another, and the D. V. O. knows of the case only as the result of these desultory decisions, how can he properly support his recommendations to the District case board?

18. Is it the best plan to permit all the careful preparation of cases for the District case board by the case officer and the S. A. & T. to go on, and then to make no protest whatever when the District case board votes down recommendation after recommendation of the case officer and the S. A. & T. and leave it to central office to protest?

19. Is Memorandum G. of so little importance that two and one-half months after the issue, the D. V. O. when asked for some decision regarding it, replies, "What is Memorandum G?"

20. Was it not good luck that after Mr. Collier had been assigned to the work of placement and Mr. Constantine to hospital work in New Jersey, that the D. V. O. was reminded that he had confused the training and experience of these two men, he

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having no records at hand when he made the appointments, and so was obliged to transpose these men?

21. Is it surprising that results are meager, that although, contrary to rules, several men have been put in training, that not a single case has gone through regularly, with the approval of central office?

22. Is it to be expected that the morale of the office will be at its highest pitch when the D. V. O. treats the force with scant courtesy, loses his temper on occasion, attends to trifles, and leaves large questions of policy to drift?

23. Is it strange that outsiders are offended at brusque and even discourteous language over the telephone?

24. Here, in what will be the largest and most important D. V. O. in the country, is it impossible to have a big man to organize and manage it?

Yours, very truly,

W. NOYES.

JANUARY 21, 1919.

MY DEAR DR. MILLER: It is with extreme hesitation that I address you again on the subject of the conduct of district No. 2, and I beg to assure you that it is solely in the hope of securing greater expedition and efficiency. What I should like to see is an investigation of our affairs to find out if possible, where the difficulties lie and how they can be corrected. That we are open to criticism I have no doubt.

1. There is no distinct understanding as to the work each man is to do. I have assumed—perhaps gratuitously—that as supervisor of advisement and training I had charge of the interviewing in the hospitals in this district, and that the vocational advisers were under my direction. For example, at Williamsbridge Hospital No. 1 there were this week a considerable number of men ready for discharge and survey. There were, so far as I was informed, four new advisers in our office. I arranged to have one, Vining, go to Lakewood to help Sunderland and to get broken in there, and two to go with me to Williamsbridge. That was plenty. Arriving at Williamsbridge, I find still another man is sent out there by the D. V. O. In other words, there is no concerted plan. I make one; he makes another. When I suggest, as I did to-day, that we have a conference as to the placing of the nine new men in our office, I am told that they are already placed, and I may find the list in a recent letter to central office. The D. V. O. keeps saying that we are to have conferences, but we have none.

2. There is no method determined upon for routing cases. In my judgment, after accession and coding each case should be passed upon tentatively by staff committee composed, let us say, of the case officer, D. V. O., and training officer. Instead of this, the vocational adviser makes one decision, the case officer makes a decision by himself, and if the case comes to me (there is no plan for having it come to me), I make my independent decision, the doctor makes his decision, and some day, it is presumed, there will be a case board to act. There has been no case board meeting for three weeks now, and there has not been a single staff meeting since the office was opened, except when you were here.

3. This is almost a personal matter, but it is no different in my case than in that of any other member of the force. It seems to be impossible to get the continuous attention of the D. V. O. for two successive minutes. One sits down to talk to him. He opens his mail, stamps it, reads it, and then replies in such a hesitating way as to show that he has not been listening, but has been fiddling away his attention on whatever is in his hands.

4. Plans are made one day, only to be thrown to the winds the next. The reason for this is largely because there are no policies adopted by common conference and consent, but snap judgments are formed only to be cast aside for others when the occasion arises. For example, Vining is assigned to work in New Jersey, but Vining grew up in Connecticut and wants to be in Connecticut so that he can occasionally go home to Boston. The district vocational officer does not know that. Again, Collier was slated to be placement officer, because his record was confused with Constantine's who is much better fitted for this position.

5. As I see it, there are two ways to run an office like this, one the democratic way, with frequent consultations and conferences, policies being reached and judgments arrived at as the result of combined wisdom, or second, the autocratic way, where one man makes all the decisions and shoulders all the responsibility. There is at present in the New York office no one man capable of assuming such a responsibility.

Yours, very truly,

WILLIAM NOYES.

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[This letter was not mailed.]

MARCH 19, 1919.

MY DEAR DR. CHANDLER: In our conversation on Saturday, you made in effect three charges against the training department in New York.

1. That is, indeed the whole New York office, was more disorganized than any other office on the board.

2. That I was responsible for not having anticipated the outbreak in Connecticut.

3. That we are not training men on the job as we should.

1. There is no one who has been in the New York office any length of time who does not recognize the fact of disorganization far better than you can, for we suffer, not merely from the consciousness of defective results, but from the torture of constantly trying to work with dislocated machinery. You have been generous in condoning our shortcomings, with the appreciation which you no doubt have of the difficulty of trying to drive a locomotive and build it at the same time. But the staff at New York realize not only the difficulties, but also some of the causes of them as you do not. Again and again last fall the subordinate members of the force held indignation meetings but our suggestions and protests were buried. While Mr. Griffin had many and abundant opportunities to go to Washington and tell his story, we had no such opportunities.

Specifically, you say, I failed to organize my department. Granted. I was simply buried under the details of daily work, nothing came of my appeals for clerical help, there was no opportunity to relate my work to the work of the other departments, because our many and constant efforts to get conferences were thwarted. Essentially the same story is true of the placement department and the case office.

We, who have been long in the New York office, have tried again and again to get together and work out plans for organization, but without the cooperation and consent of the executive head. Only the most superficial changes could be made. Conferences are unknown in the New York office unless ordered by Washington, especially. The few we have had have been abortive because planless and purposeless and because of failure to come to conclusions. Instead of conferring as to what we should do, we have had to take orders, not always consistent with each other. And then, so Mr. Hamilton told me, because I betrayed the situation in the New York office during the Cincinnati conference, without any opportunity to state the facts fully, central office, apparently having only the story from Mr. Griffin's lips, we were all criticized and either threatened with demotion, or as in my case, actually demoted.

2. I am charged with being responsible for not having anticipated the outbreak in Connecticut. To which I can only say that in the New York office it has not been the custom for subordinate officers to go to this place or that of their own volition, or as the result of conference and agreement, but to go where they are ordered. I was ordered to take two trips through New York State; I was not ordered to go to Connecticut but once and that for the specific purpose of making contact with the hospital at New Haven. In October I planned an itinerary through Connecticut to look up cases already discharged from hospitals, but because it was impossible for me to carry out plans which put me in several places at once, the job of visiting Connecticut was given to Mr. Fish. It would be just as unfair to hold him responsible for the Connecticut imbroglio. There are limits to our abilities.

3. As to our failure to train men on the job; when the New York office is supplied with a sufficient force so that we shall not have to turn away daily from the office more soldiers than we interview, when we do not have to work evenings to catch up with our correspondence, in short, when we can do anything but keep our heads above water and take the line of least resistance, we may be able to do something in training on the job.

Yours, very truly,

WILLIAM NOYES.

I also made records at the same time in the form of letters, for intance, a letter which I never sent—it seemed sort of futile to send these letters, because no attention was paid to them.

Mr. TOWNER. Did you ever receive any answers to any of these communications?

Mr. NOYES. Not in letters. I have had oral replies saying that they were received.

Mr. TOWNER. It has been the testimony of several witnesses here that there was long delay in the final determination of the right of

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an applicant for training. What is your observation as to that proposition?

Mr. NOYES. I think in order to understand and appreciate that. that there ought to be an understanding of the different stages through which the New York office has been—in fact, all offices for that matter, I presume—up to the period of July, when the work of the board was dependent upon the action of the Bureau of War Risk. It was the common feeling in the office that the delays were primarily due to the inability to get decisions from the Bureau of War Risk as to the compensability of the men. During that time we all of us had more to do with that initial stage of putting men into training, and men would come in time and time again, and we would write letters up State and letters would come from our agents in the State. "Why can't this man be put into training?" And the delays were almost always to be explained by the fact that we could not get a decision from Washington because the Bureau of War Risk Insurance had not yet decided as to the compensability of the case.

It was an easy shift for us to say when there was no delay, "We have not heard from the Bureau of War Risk." Naturally, those cases got put away in the folder and in the files, and usually when the application did come back we could get pretty prompt action.

Now, in order to avoid all that, there were all kinds of methods that we tried to use to put men into training. There was a provision which the central office made temporarily, what was called regulation 321, if I remember, by which we could put men into training pending decision from the Bureau of War Risk Insurance, if the case was a perfectly obvious case, if the man had an amputation or some disability incurred in the service. That worked so badly that finally that rule was discontinued. It worked badly because it meant so much confusion in finally straightening out the case. It was only this week that there came over my desk a folder of a man who went in training on July 1, 1919, and the bills for the school to which—the Rochester Board of Education—their bills never have been settled to this day, largely because of those irregular cases. We had a good many irregular cases.

It ought to be said in justice to Mr. Griffin that he was so harassed by these delays from Washington of one sort and another that he was only too ready to take into his hands the responsibility of putting men into training and take the chances of their coming out as good cases in the end, and as I remember it he was in constant conflict with the central office over his own authority and what he could do and what he could not do. Central office, as I understand their position, took the position that the district officers could not be trusted to put these cases through in a clean way.

We were criticized in many cases because our cases were not clean; they were not rounded up and all the items carefully taken care of and all the papers properly filed and all that sort of thing. Consequently there was constant controversy going on between the New York office and the central office. The New York office position—that is as I understood it through Mr. Griffin and my conversations with other men in the office—the position was, "You don't give us authority, consequently we can't do anything. We will take every bit of authority that you give us." Central office says, "Until you come through with cleaner work than you have been doing so far we

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can not give you authority." And so that went on and on and on, clear up to October 29, which was a signal change in the attitude of the office.

Things got so bad finally that Mr. Griffin felt that he was so harassed and hampered by the restrictions of central office, that, as we understood it, he felt he could not work in harmony with the office.

Now the central office position, from the point of view of things not having been done in a businesslike way that they should have been done, was to hold us down, to keep us in swaddling clothes, and so we were kept in swaddling clothes. We were not trusted, and consequently there grew up in the office itself no end of dissatisfaction and disappointment that things were not going right. There were, in fact, almost two camps in the office, one those defending the central office for its procedure in being strict in holding us to account; the other defenders of Mr. Griffin for insisting on greater freedom in the office itself.

The central office position seemed to be open to this criticism that it did not understand the psychology of responsibility. As long as the responsibility had to be thrown over onto the central office for every action—a man could not be transferred from one electrical school to another electrical school without getting permission from central office; we could not change his course; we could not put him in training; we could not do anything with him without permission from central office. That meant interminable delay, because often, from nobody's fault, but simply because the office was so choked with work of one sort or another, the case would be delayed. Add to all that the confusion that there was in the office itself, because functions were not distinguished. In the early days and clear up to January, when my letters were mostly written, the confusion was almost inexplicable. One man would be told to go and do a certain duty; no sooner would he get started on that than somebody else would be told to do the same duty, and neither would know that the other was doing it until they ran into each other and then found out what the difficulty was.

Mr. TOWNER. Then, as a matter of fact, you tell the committee that there were inexcusable delays for the causes which you stated? That is, these were inexcusable delays because they could have been remedied?

Mr. NOYES. They could have been remedied by thorough organization of the office. You can not take any particular case and say, "This man was responsible for this delay"; you can not do it that way, but when the whole office was disorganized——

Mr. TOWNER (interposing). How much of that would have been cured, if any, by allowing the New York office to have taken determinative action and placed the men in training without submitting the proposition to the board here in Washington?

Mr. NOYES. Of course, we were complicated clear up to July by our delays with the Bureau of War Risk. Setting that aside——

Mr. TOWNER (interposing). Of course, I am setting that aside.

Mr. NOYES. Setting that aside, a large part of it would have been obviated for the reason that the New York office would have then felt that the New York office was responsible by having the authority; not having the authority, they naturally, like all people who do not

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have authority, did not feel responsible, and that was true not only of the relation of the office to the central office but of orders within the office to their officers above them. No one was given authority to do anything. Everything had to be referred back, and when things were not done, why naturally there was a kind of feeling of indifference which grew up in the office. For example, if I can use a single illustration, as a supervisor of training, I went to Cincinnati to a conference of supervisors of training from all the States, except those on the Pacific coast, I believe. We were met there by the superintendent of training and had three very valuable days of conference as to our difficulties and how they could be escaped. Certain definite directions were given us by the supervisor of training.

Mr. TOWNER. You mean the supervisor of training here in Washington?

Mr. NOYES. The superintendent of training of the central office.

Mr. TOWNER. Here at Washington?

Mr. NOYES. Yes, sir. Certain definite directions were given as to what was to be done. For example, no one should be sent from the New York office to any institution in any other district— say, into the district whose central office was located in Boston—without first consulting with the Boston office. We could not, for example, send a man to Harvard University without first making the arrangements through the central office of the district. Another was that there should be frequent conferences in the local office so that there could be an interchange of opinion and discussion and agreement upon procedure. I took great pains to make a report, a double report, one that affected the advisors, another that affected the training officers, and I reported both of those back to the district vocational officer, and they simply died in his wastebasket or in his files. Nothing was ever done about either of them. No notice was ever sent to the advisors of any of these suggestions that were made by the superintendent of training; no information was disseminated among the training officers; no conferences were ever had with the exception of two or three conferences that were called from central office, and the consequence was, as I say, that a kind of feeling of indifference grew up.

Now, Mr. Griffin was in constant touch with central office. He came here frequently; almost every week end he was either in Washington through those first three or four months, either in Washington or in his home in Andover, Mass. He came to Washington, held conferences, and when he came back we would not even know whether there had been a conference or whether anything had happened in Washington or not in these conferences. Mr. Griffin's whole attitude was that conferences were not worth while. He said they were a waste of time, and he quoted Dr. Chandler as saying that they were a waste of time. We, as I say, in the office tried to get them about in an informal way, but it was like carrying the load of Sisyphus to do it.

Mr. TOWNER. Is it your judgment, and would it be your recommendation now, that the divisional officers should be given power to place these men in training without submitting it to the central board?

Mr. NOYES. They are already given that power by the order of October 29, which was supplemented by what we call instructions 82,

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which gives the district vocational office the authority to place men in training up to the limit of two years. All periods of training longer than two years have to be submitted to Washington, and there are a certain number of schools whose tuition rate is greater than the rate of $500 a year, which has to be submitted to Washington for approval before we can take action. Also cases of men to be placed outside of the district. For instance, if a man is to be sent to Carnegie Institute to take sanitation or some work like that, we have to first get the permission of the Philadelphia office. Then we have to get the permission of the Washington office—that is, the central office—before we can send that man to Carnegie Institute. Some very unfortunate delays have occurred on that account.

Mr. TOWNER. Has there been any improvement in the disposition of these cases more promptly since this order was modified?

Mr. NOYES. I think, perhaps, it is due to the committee to tell what the immediate result of that order was.

The order came through on October 29. It was issued on October 29. That was when Mr. Farwell was the district vocational officer. I was one of the leading officers in the office. I did not even know that there were instructions of October 29 for a number of weeks, from four to six weeks after those orders were issued. It was not until January that those instructions were carried out in the district vocational office in New York. There seemed to be a kind of paralysis fall upon the office during that period between the 1st of November and the middle of January. The supervisor of training and the district vocational officer were unable to agree upon a method, upon a procedure by which these orders could be carried out. We had the authority put in our hands to put men in training under certain restrictions, and it was after hammering and hammering that finally the procedure was gotten through by which that could be done. Meanwhile, as you can see by the statistics of it and the falling off during those two months of the men that were put into training, the training officers spent a large part of their time in writing and rewriting and rewriting their recommendations, simply in order to get them into the form that was required by the district vocational officer, and they were no sooner done than next day or the next week, around would come a new order not to proceed from that day forward doing this new method, but to go back to the past dates and rewrite them over and over again. It got to be a perfect joke in the office. Every morning when I came in the men in my section—I have charge of the section of trades and industries—the men would say, "Well, what is your new procedure this morning, Mr. Noyes?" We didn't know what we were going to do, whether we had got to write those letters—first, the procedure was to address them to central office, just as we already had done; next it was that they must be addressed—we must write the letter to the central office but send it over the desk of the district vocational officer; third, that we were to bring that letter, telling central office that we had taken the action, but asking the district vocational officer to approve it. Finally the whole thing went up in smoke and the procedure was worked out, and that procedure now, considering all the restrictions that are put around us, is working fairly smoothly.

Mr. TOWNER. Do you believe that there are still restrictions upon the methods that ought not to exist?

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Mr. NOYES. I do.

Mr. TOWNER. Well, will you tell the committee what they are?

Mr. NOYES. Mr. Ives has already related this afternoon some of the steps—I should state them in a little different way—of actual procedure in getting men into training.

Mr. TOWNER. I am just asking you now to give us a statement briefly of the matters that are restrictive in their nature that you think are not essential.

Mr. NOYES. And I can only do that by telling what those steps are, if you please.

My suggestions would be along the line of cutting out a good many of those restrictions.

Now, in the first place, there ought to be a distinction made, which has not been always made here, between the men in the metropolitan district who come to the district office itself to get their advisement and have their cases there gone through, and the men in the three States outside who have to be dealt with there, and very largely by correspondence. There is a great difference in delay between those two cases. The man in the metropolitan district has a tremendous advantage over his fellow who is out in the field, as you can judge by the fact that, I should roughly, three-quarters or, perhaps, seven-eighths, of the men in training are men in the metropolitan district.

I will relate this very briefly, if you will pardon the delay. A man comes to the adviser, goes through all that information; the adviser is really an adviser on the board as to what Washington has done with that case. Then he goes to the medical officer who examines him; then he goes to the eligibility officer, a representative of the central office; the eligibility officer passes upon the case whether the man is eligible for training or not, judging by the medical report and the other information he has. Then it goes to the joint committee, which is composed of three members, one representing the institutional training, one representing placement training, and the medical officer. They decide whether it shall be placement training or whether it shall be institutional training, and whether the recommendation made by the investigator is suitable for one of those cases. Then from there they make out what we call Form 503, which is the location of the man in the school.

That form is sent down, if it is a training case—the section I am in—it is sent down to the training case to have the school put in, the tuition, the extra expenses, what the man is to be when he gets through his training, and so on. Then from there it goes to a checker to see that all the technical details are right, whether the man has been connected up with the service, and whether his disability was incurred in the service, and things like that. That is a woman. Then it goes to another man who checks her work; then from there is goes to a man who gets out the formal papers.

Now, my suggestion as to the elimination of restrictions is that a large part of this work could be dispensed with if the vocational advisers were of a type, pretty high salaried men, who know the whole field of education and industry. You see there are four sections, the professional section, the commercial section, the agricultural section, and the trades and industries section. The adviser ought to be pretty familiar with the opportunities in all of those fields. A high-type man there, who himself could largely take responsi-

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bility—in my conception, if a vocational adviser and the medical adviser together said that this man ought to go into a commercial school, it would be a very simple matter to locate that commercial school and put him in training without going through all these other steps of checking and rechecking. The fact that it does go through many steps means that the responsibility is thinned out so thin that there is an unconscious feeling "well, somebody else will check it up if I haven't made all the points clear here."

So my first suggestion there is the elimination of a large part of these restrictions of all these steps which are commonly called red tape. Red tape is not a very fortunate term.

Mr. TOWNER. You could not do away with the medical examination, could you?

Mr. NOYES. I think it might be consolidated with the Bureau of War Risk Insurance, but there I think a distinction ought to be made.

Mr. TOWNER. Just one moment there—how could you consolidate it? You mean to accept the report of the War Risk Insurance Bureau?

Mr. NOYES. In some cases. For instance, in amputation cases there is no question about it, but in cases where there are affections of the lungs, stomach, and heart, or questions where men have been gassed, of course those are not so apparent. There is a rule in the office, which seems to me not an unwise one, that before a change can be made in a man's training for anything he must be reexamined; there must be a medical force available to see what his condition is. In a large number of the cases there is a permanent disability about which there is no question. Even a layman can tell about them.

Mr. TOWNER. You say a large number; what proportion?

Mr. NOYES. Oh, I do not know. That would be a guess.

Mr. TOWNER. Certainly, I understand.

Mr. NOYES. I would say a quarter or a third.

Mr. TOWNER. Twenty-five to thirty-five per cent, perhaps?

Mr. NOYES. Yes, sir.

Mr. TOWNER. Then, from 65 to 75 per cent of the cases would require re examination?

Mr. NOYES. They are questionable cases.

Mr. TOWNER. Then your practical recommendation would be to simplify the determining of placement?

Mr. NOYES. That is one of my recommendations; yes, sir.

Mr. TOWNER. I wonder to what extent this would depend upon the capacity of the supervisor of the New York office or of any divisional office?

Mr. NOYES. Well, if he has men of real ability as his aids, a lot of this formal work and the actual putting of men into training can go on pretty smoothly in any case.

Mr. TOWNER. Well, what is the fact, what kind of men have you there in the New York office? Could they do it and do it satisfactorily?

Mr. NOYES. We have had since the beginning—now you understand there are two large sections, large training sections, the placement section and the institutional training, training on the job as we call it, in shops, commercial shops, industrial shops, and training in institutions. Those institutions, as I said, are divided up into four groups. Now during the period in which I have been in that office

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we have had two men of excellent ability as supervisors of training, and the main burden of the work in the office is as supervisors in training. As I remember the statistics, there are now about 4,500 men in training, who have been put into training in the New York office, of which something like 800 are in placement training, which shows that the big bulk of our work is what we call institutional training. Now in charge of that institutional training is what we call the supervisor of advisement and training, and that is in excellent hands at the present time.

Mr. TOWNER. Have you any other suggestions for the increase of efficiency in the New York office.

Mr. NOYES. Yes; putting the man in training is extremely important, getting him into the right place. That depends very largely upon the ability, the sympathy, the insight, the acquaintance with the field and its possibilities, acquaintance with industry and the possibilities in industry; all that is really, or should be largely, the work of the advisor. In the New York office it has very largely been supplemented by men in the institutional training department—that is, after a man had been through his advisement we very often call the man in and have another talk with him by a member of the training section, asking him: "Now you live, for instance, in such and such a part of the city; what about this school, or what about that school?" And we could describe the schools to them. We are familiar with the schools, and we could have the man come to an understanding about it. That is all in the process of getting men into training.

Now after the men are in training, there is the follow-up work. Follow-up work is, in the long run, of course, extremely important, and it has been sadly neglected in the New York office, because the training department has had to occupy itself so much with a lot of petty details, details of one sort or another, with correspondence, with the revising of men, with the meeting of difficulties as they occur in the office. I have done quite a good deal of that myself. For a long time I had charge of all the follow-up work over the whole three States, only two of us doing it; one man had all of New York City, 600 men under his care, and I had all of three States. Now one man can not take care of 600 men in follow-up work. Then when he goes out, what are the problems he should meet? As I see it, the problems that he should meet are to see that the courses that are being offered are suitable to the training intended, to see that the teaching itself is actually being done; that the teachers are men who can be relied upon, men who are good teachers, men who know their trade, if it is a trade, the man who knows his business, if it is a business, school, and so on—educational and administrative problems.

Now as a matter of fact, what happens? You go into the field, and in the first place you have to apologize to the treasurer of the school because he hasn't got any money. One of the men in the follow-up section told me two weeks ago that he just had taken a trip through New York State. He visited nine professional schools in that State and not one of those schools had been paid for the tuition of any man in those schools. For a long time the Buffalo public schools had men in training beginning in June, 1919, and it was not until December that the board of education got a cent

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of pay for that. The teachers that were teaching our men had to borrow money from the Red Cross in order to live during that period. Now this follow-up man has to face questions like that. He has to apologize for that condition.

Mr. TOWNER. Just stop right there a moment. What was the reason for that?

Mr. NOYES. There were various reasons. One was an ignorance on the part of the schools of the necessary steps in order to get their pay. That, I consider, is a responsibility that the board itself, through its officers, should have taken. They did not know how to make the contracts. In many cases the contracts were not presented to them to be made. Men were allowed to go on in school for month after month without those contracts being presented to them. That was an administrative fault of the New York office. After the contracts were made, there is no end of difficulty about getting out the vouchers in proper shape. This last week I saw the vouchers from a big school in Rochester, the Rochester Mechanics' Institute, which had come back at least twice to be rewritten because they were not presented in proper form; that is, they have to go in a certain form on certain blanks, and because, for instance, there was on the list, "instruments, $15," and it did not specify that those were drawing instruments, that had to be crossed off and suspended and sent back again to be rewritten.

Mr. TOWNER. Then your suggestion is that those were unnecessary requirements?

Mr. NOYES. Well, I am not familiar enough with the fiscal policy—you see, these all have to go through the United States Treasury.

Mr. TOWNER. Well, this man was taking industrial drawing?

Mr. NOYES. Yes, sir.

Mr. TOWNER. And it stated that there was so much for instruments, and I suppose it would be a fair inference that they were the instruments that he was required to use for that purpose?

Mr. NOYES. That is what we would presume, the layman.

Mr. TOWNER. Now, what other reason is given, or what other reason do you know why these bills were not paid?

Mr. NOYES. I know the bills were held up in the central office sometimes for many weeks before they were paid. I don't know why.

Mr. TOWNER. After they had been passed?

Mr. NOYES. After they had passed the local office and had been sent on. They were not paid.

Mr. TOWNER. Do you know of any reason for that?

Mr. NOYES. No, sir; I do not. I was speaking now, if you will pardon me, of the functions of the follow-up officer, and there was one of the difficulties he had to meet. Then he goes to the men, and through all those early months when I was doing follow-up work, up to last fall, I had to do that; I had to explain to the man why he did not get his pay, and why he had to be borrowing from the Red Cross instead of getting his pay. Sometimes it was because there was some paper that was missing, and sometimes the 107 sheet as we call it—that is, the form for notifying central office that the man has been put in training in conformity with the regulations laid down—had not been prepared. Of course the chief clerk could not authorize any payments unless he got that form, and he, not having the form, could not forward it to Washington, and Washington, not

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having it, could not pay the bill, and so there were delays sometimes for six months in men getting their pay.

Mr. TOWNER. Whose fault was that?

Mr. NOYES. Well, the chief clerk always said it was our fault; that it was the fault of the training office because we did not see that all those papers were gotten out in due form.

Mr. TOWNER. Well, was that complaint justified?

Mr. NOYES. Largely, because of the inability of one man to do three men's work. There was not a day all through the year up to—I will certainly say up to last fall—when every man was not simply overwhelmed with work.

Now what I wanted to bring out was that so long as the follow-up man has to attend to matters like that, apologizing to schools and apologizing to men and straightening out little details of seeing that matters that were technically necessary to be done were done—he can't give his attention to the real work of follow-up and do that. We never have really got to that work of follow-up in the New York office as I conceive it in a larger sense, as a great educational problem. We had to decide little matters of—for instance, there are minute rules enforced in the office as to just what supplies a man should get.

I do not see why it would not be possible for men who are put in training to be granted a certain allowance out of which they shall pay for all the incidentals they have to get, notebooks, pencils, drawing instruments, dry plates in photographic work, and whatever they need to get. Instead of that, the system is so complicated that, as a follow-up man said to me the other day, the colleges uptown simply despair of ever getting the thing straightened out, and the men are buying their own books because of the difficulties. There are men in our office who are being paid salaries of $3,000, men who have held important responsible positions before they came into the board, who have to spend a large part of their time in deciding whether a man shall have a 25-cent notebook or a 98-cent notebook; and not only he has to decide that, but that goes from him to his superior officer and he checks them all off, and then it has to come back again, and sometimes we have to telegraph or telephone to a professor in Columbia University and ask him if that man has to have 15 yards of tracing cloth or whether five yards won't do. Now the follow-up men have to do that kind of work, and when they do that they are not attending to strictly educational problems. I think the whole thing could be wiped off the board, just exactly as the board found formerly by its experience that it could wipe off the whole matter of providing clothing for the men. At first we were given $50 to equip a man in clothing, and it got to be such an annoying thing for a man to go in and buy a $7.50 shirt and then not have enough to buy shoes with that the board finally decided that they had better increase the allowance to the men and let them buy their own clothes, and I am rather inclined to think that men who go to Columbia University, or even to any responsible man after the age of 21, ought to be able to decide what he needs, in conjunction with his counsel at the school, in order to carry out his course and not be held up to little petty restrictions as we have been under instructions 33. We get ourselves into trouble not only with the men themselves, who are indignant at being held down to those

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things, but with the bursars of colleges, with the counsellors in schools, with the managers of schoolbook stores, until the thing is such a nuisance to us that we hate to see the form come on our desks of what is called the individual purchase authority.

Mr. TOWNER. The New York office is a pretty big institution, is it not, Mr. Noyes?

Mr. NOYES. We have, as I said, four thousand five hundred and some odd men in training.

Mr. TOWNER. How many employees have you now?

Mr. NOYES. Several hundred, including clerks; four or five hundred, I should think.

Mr. TOWNER. Several hundred is very indefinite.

Mr. NOYES. Well, I will say four or five hundred.

Mr. TOWNER. I want to know the total number of men, or your estimate of the total number of men, both in the offices in New York and in the field.

Mr. NOYES. I don't dare to say. I should say 100 or 150.

Mr. TOWNER. What you need in the New York office is a great, big man, is it not, Mr. Noyes?

Mr. NOYES. That is exactly what I said in my letter to the central office last January.

Mr. TOWNER. Well, you have answered that question now. Now, how are we going to get him?

Mr. NOYES. In the first place, you would not get him as long as the man who is put in there is tied with restrictions, as our D. V. O.'s have been tied with restrictions. If a man is put in there and given that responsibility and he can not carry it, it ought to be obvious very quickly.

Mr. TOWNER. What salary does he receive now, the superintendent of the New York office?

Mr. NOYES. $4,000.

Mr. TOWNER. Does that salary command the services of a man big enough to take care of the New York office as it ought to be taken care of?

Mr. NOYES. That salary would not obtain, as I see it—men can not be obtained for that salary who are capable—men that they should be in order to take care of as big a job as that.

Mr. TOWNER. What salary ought to be paid?

Mr. NOYES. Well, you know what college presidents are getting. I would say $6,000.

Mr. TOWNER. That is an estimate, of course, and we are asking you for your judgment. You say $6,000 ought to get the right kind of a man?

Mr. NOYES. Yes, sir.

Mr. TOWNER. The type of man that you need for the office is not a school man, is it, Mr. Noyes?

Mr. NOYES. I hesitate to say no to that, because let me, if I may, in a word say what I see the functions to be of the district vocational officer. It is only incidentally that he actually has dealings with the run of cases, but he must be a good organizer, and if he were a capable man he must meet public bodies, give addresses, meet representatives of associations of various kinds—all kinds—Red Cross, the Bureau of War Risk representatives, the college presidents and heads of schools; he must be able to give addresses in a satisfactory way in public; to be

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on good terms with his force so that he can get together with them and talk to them cordially; a man of dignity, a man who carries information and at the same time diffuses an atmosphere of confidence and at the same time a good business administrator. Now that does not mean that he has got to go into every detail.

Mr. TOWNER. You are describing, I should think, a $25,000 man instead of a $6,000 man.

Mr. NOYES. Well, all of those things have to be done, sir.

Mr. TOWNER. I want to ask you now whether or not you have any recommendations to make with regard to change in the law? Can these improvements that you have suggested be brought about under the existing law?

Mr. NOYES. I am inclined to think they can. For instance, take that matter of section 3, that is largely a matter of interpretation. There is no restriction in section 3 as to just what percentage of disability a man should have. The numbers included in that might run very small. They might under an interpretation be made to include a great number of cases.

Mr. TOWNER. Well, if we can not change the law, if no change in the law is required, the initial change, then, should be made in the policy of the general board?

Mr. NOYES. I think so.

Mr. TOWNER. How would you suggest that that might be brought about? Let us be frank about the matter, do you think the personnel of the present board would be such as to bring about these results?

Mr. NOYES. I don't know the personnel of the central office very well, if that is what you mean.

Mr. TOWNER. Well, you ought to know it pretty well; you have been in connection with them for several years.

Mr. NOYES. Yes; in an indirect way. You understand all communications and all relations go through——

Mr. TOWNER (interposing). I presume there has not been a day passed since you have been in the New York office that you have not discussed the policy of the general board, has there?

Mr. NOYES. Well, that is not literally true.

Mr. TOWNER. I did not expect it to be literally true, but approximately true.

Mr. NOYES. Yes; especially that question of centralization.

Mr. TOWNER. Then you have a judgment as to what ought to be done?

Mr. NOYES. Yes; I have a very distinct judgment that decentralization ought to go very much further than it has gone; that consequently the number and importance of the men in the central office could be diminished, especially if those men have real responsibility, as I know they have, and ability, which could be spread among the district vocational officers so that they could take the burden of the work there.

Mr. TOWNER. Well, can you be a little more specific about that?

Mr. NOYES. Well, it seems to me an unnecessary duplication of effort for so many things to be decided in the central office. For instance, if I may give an illustration——

Mr. TOWNER (interposing). I understand that. I am speaking now about the functions of the central board.

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Mr. NOYES. So am I.

Mr. TOWNER. One of the functions of the central board ought to be this decentralization, according to your recommendation. We understand that. Now how can we secure that? How can this committee—what can we do to secure that?

Mr. NOYES. Now, if you will let me give an illustration. For example, we can not send a man to Alfred University, an institution as well known as that without having the case passed upon by the central office, but we can send a man around the corner to a cobbler shop to learn cobbling without saying anything to them about it. They make that difference in the institutional course. We can't put a man in an institutional course without the central office passing upon it.

Mr. DONOVAN. I thought I understood you to say that there was a recent ruling which permitted the district office to place a man in an institutional course that did not take over two years, and that did not cost more than $500.

Mr. NOYES. Provided that institution has been approved by the central office.

Mr. DONOVAN. Then, hasn't there been a pretty general list of such institutions approved by the central office, where these men would dovetail in?

Mr. NOYES. At the very beginning of the board, the board got out a list of commercial schools that were approved. Most of the other institutions I have myself visited and made recommendations on in our State, and my recommendations have been for the most part accepted. That is to say, the initiative had to start with us, but I could not determine—I had to make the recommendation to central office, whether they should be approved or not approved.

Mr. DONOVAN. It has been advanced here by Mr. McMurtrie of New York as his best judgment that this work could be better performed if the Government had its own establishments for the work on the job, particularly. I was wondering whether such a course might not alleviate the follow-up work on the job, on the situation.

Mr. NOYES. There are two suggestions to make to that. One is that looking at it historically, naturally the board, not knowing how many men it had in training, thought it wise, and I think very wisely, too, to use institutions already in existence. It had one or two unfortunate experiences in attempting to take over an institution complete. It still has one or two institutions a large proportion of the students in which are Federal board men, and we have had some unfortunate experiences in those. But that is not due to the fact of this method; the time has come, it seems to me, when the board can no longer be content with existing institutions, for no other reason than because there is a tremendous demand on these regular institutions for their regular clientele. In other words, we have got to have more places or we won't have any place to put men in training.

Mr. DONOVAN. Following up the question of Judge Towner relative to the type of man for D. V. O. officer, what would you say as to keeping existent the civil-service requirements for a man to occupy that position, to qualify first before he can occupy that position, or would you be inclined to lean to the view that the right type of man can not be secured under the existing civil-service requirements?

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Mr. NOYES. My prejudice in favor of a classified civil service has been one of so many years' standing that it is very difficult for me to say that that ought to be swept overboard. I am inclined to think that in some of the higher positions those requirements furnish a list of men that are not adequate for the position.

Mr. DONOVAN. That is my view of it, following your suggestion of the type of man necessary to have. Then, if we are to follow the civil-service requirements for men in the D. V. O. position, we can only look to men with experience who have procured it, can we not, at the expense of the present system? In other words, the best trained men in rehabilitation work and vocational matters have been trained since we created it here in America? Isn't that true?

Mr. NOYES. Yes; of course there was no rehabilitation work except that little experiment in New York.

Mr. DONOVAN. And they are in the main the D. V. O. officers who have been sent to New York, having in some instances met the civil-service requirements and in others have been rejected because they have not measured up to the job, and therefore it would almost appear that it would be next to impossible to secure the ideal man from the civil-service standpoint, not only of the formal requirements and regulations, but also in the limitation of salary. Isn't that largely true?

Mr. NOYES. Yes; I think so.

Mr. DONOVAN. Do you know now of any man that is now under the jurisdiction of the Federal board in New York City, in the placement or in the advisement or in the training section, that would render any better service or has any better qualifications for the D. V. O. position than the most satisfactory man who has to date occupied it?

Mr. NOYES. Any man now in the New York office?

Mr. DONOVAN. Yes; either in placement, training, or advisement, who has been there six or more months, who has, in your opinion, the necessary qualifications to fill the position of D. V. O. officer better than any successful man or the man that has attained the nearest point of success as a D. V. O. officer since this work has been created.

Mr. NOYES. Yes.

Mr. DONOVAN. Will you supply the name or names of such persons?

Mr. NOYES. You mean publicly? I should not care to do that.

Mr. DONOVAN. I was afraid I might be running into an embarrassing question. I will not press it.

May I ask if any such man as you have in mind is present, other than the witness?

Mr. NOYES. Present in this room you mean?

Mr. DONOVAN. Yes.

Mr. NOYES. No.

Mr. DONOVAN. That is all.

Mr. PLATT. Are the courses to which the boys are assigned wholly vocational, or do some of them go outside of vocational training?

Mr. NOYES. Perhaps I do not understand what you mean by the word "vocational," sir.

Mr. PLATT. Well, of course, the idea of the whole thing has been broadened a good deal. The original idea of this training was that it was mostly for cripples, men who were handicapped for one trade

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and were to be given another trade. Now, in sending boys to four-year courses and two-year courses, you are not sending them to vocational training, are you?

Mr. NOYES. We use the word "vocational" in a little different sense. A vocation is a calling, whatever a man makes his living at, whether it is a lawyer, doctor, or a veterinary surgeon, or cobbler, or anything else—anything by which a man makes his living is his vocation.

Mr. PLATT. The courses then that you send boys into are strictly with a view to being vocational?

Mr. NOYES. Vocational success is the one object we have in mind.

Mr. PLATT. A particular vocation?

Mr. NOYES. Yes. In fact, that is one of the restrictions that we have. I could tell you a story of a beautiful Russian chap, Tellotska, who seems to think that he wants nothing except English, and from one point of view that is all he wants. If he could only master the English language and a few subjects like that, he says he can take care of himself. He has never had any schooling at all, and we insist that along with his training in English, which we are giving him, he must get some vocation. "Well," he says, "then what? I would like to be a locomotive engineer." The fellow is a cripple and he could not be a locomotive engineer if all of the engines in the world were put to work to pull him into it. So we have a very difficult question of persuading that man to take some work by which he can make a living and then go on with his English education, and so open up the future to him. Now, our interpretation of the law is that the training must be vocational; it can not be purely academic.

Mr. PLATT. That brings up another question. One thing we are trying to get at is the cause of the dissatisfaction among the soldiers themselves. Is it a source of dissatisfaction in any way that some men are given long courses, like two years, and others only two months?

Mr. NOYES. I have seen a few instances of it where, for example, men were sent to a school like the Rochester Mechanic Institute, one man being sent there for a machine-shop course and another man being sent there for a two years' mechanical engineering course—which is practically any engineering course—and one man says, "If he can have it, why can't I have it?" I met that when I was up there, but on the whole there is surprisingly little of that feeling of jealousy, because we can usually point out to a man, "Your training must be based upon your past education and industrial or occupational experience. If you have had two years or three years in high school, you can enter upon certain technical courses; if you have never had but six years in school, it is impossible for you to get those courses. That is to say, it would mean that we would have to keep you three or four or eight years in school before you would be capable of taking that course." Of course, we find men of very high ambition who say, "That is just exactly what I want. I want to take a technical course. I want to be an electrical engineer. I want to go to Boston Tech." But with tact and good nature and sympathy you can usually show that man that it is out of the question.

Mr. PLATT. Now, there have been a good many cases apparently—at least we have had testimony to the effect that a good many boys have been sent to courses for which they were not prepared; where

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high-school education was required, for instance, we found that they did not have more than the fourth or fifth grade. Are such cases as that due to the ambitions of the boys, or are they sent into those courses without adequate consideration of their qualifications?

Mr. NOYES. I think I can point out three reasons. One is sometimes misadvisement. I should say that that was the minor number of the cases. In other words, some of those cases are due to the ambition of the boy who represented his abilities higher than they were. That is really part of the question of advisement. In other cases the schools have distinctly lowered their standard in order that they can take these men in. Some schools have positively refused to do that. They say, "Our standard is something that we can not lower. Your men who come to us must pass the same examinations. the same tests, that our other men do, or we do not take them." The result is that in such a school we have an esprit de corps and enthusiasm about the men that do get in there that is impossible in a school where the school says, "Yes; for patriotic reasons or love of the soldier we will do all that we can; we will open the doors wide and take them in and do the best we can with them." For instance, the oft-alluded-to situation up at the Botanical Gardens—I arranged that training originally; it is now in the placement department, but I arranged it originally, and the officers in charge there consulted with me and they said, "We will do everything we can." They didn't know what kind of men there were in the Army. I suppose they thought a good many of them were high-school men. They did not know about the Russians and the Poles and the Italians and Hindus, and all the other groups that came along, who hadn't any education and could not understand the work that they were to do. But they opened their doors. Well, now, they never had follow-up enough to see that there ought to be two distinct groups in there, one those who could learn to be common gardeners, and men who could learn higher work, who could take higher training.

My proposal was to take the two schools, with the Bronx Botanical Garden and the Brooklyn Botanical Garden, and if possible arrange a conference between them, and we would say that we would send one group of men to one school and another group to the other, and one would have the kind of training for one group and the other for the other group. In that way both of these classes could have been taken care of.

Mr. PLATT. Has the follow-up work gone far enough to check up the men who are misplaced, to any considerable extent?

Mr. NOYES. We are doing it all the time, but we can't do it as long as the number of men available for field work is as small as it is now, when one man has to take care of anywhere from 250 to 400 men in training. He can't get around often enough and he can't give attention enough to the problems to sift out all those cases, and the result is you see that it is largely done by correspondence. It works in a vicious circle. If we could have even a few more men in our follow-up section, those men could get out oftener and they could prevent a large part of the correspondence that comes into the central office and that they have to arrange by correspondence. As long as that volume of correspondence is coming in, the man can not get out. In other words, there we are all tied up in a knot; we are unable to do the follow-up work because we are so tied up in the office and the

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great amount of work in the office that ought to be done by men in follow-up work. That is what we have been calling for, what I have been asking for ever since November. There are no more men in my section in training in the follow-up work to-day than there were the first of November.

Mr. PLATT. When you have gone into this follow-up work, do you find men who are simply wasting their time?

Mr. NOYES. Some.

Mr. PLATT. Comparatively a small number?

Mr. NOYES. I should say on the whole it depends on the school a good deal. Some are wasting their time partly because they are simply lazy. There are cases where—the disabled soldiers are not angels, and are some of them who are taking the training simply for the pay that goes with it—there are a few, a very negligible number, I think, on the whole, but my observation is that a large proportion of the men are really getting training, but they ought to be watched very much more closely than they are.

Mr. BURROUGHS. Mr. Noyes, won't you tell me what is the type of man that you ought to have to do the follow-up work that you have emphasized the importance of?

Mr. NOYES. Now, I presume you limit your question to the men in the institutional training?

Mr. BURROUGHS. That was what you specially emphasized as being specially interested in.

Mr. NOYES. That is what I am interested in. That is my section. In the first place a man must have a broad enough education, which may or may not have been obtained in a school, so that he knows what it is the men are after in that particular training. Now, the way I arrange it in my section, I assign certain schools to certain men. If a man is expert in photography, I give him all the photographic schools. He may write poor English, but he knows photography.

Now the second quality, of course, must be what is essential in every officer from the beginning to the end, and that is sympathy with the point of view of the men themselves. Unless the man is doing the thing that he wants to do, he will not be successful at it. He must not be persuaded against his will. He ought to be a man of presence enough so that he can meet the heads of these institutions face to face; he doesn't go there begging favors or anything; he goes there as a man able to stand on his own feet and able to meet the man as man to man and face to face, so that he can go into these institutions and deal with them in that way. Now those are the three things—that is, he must meet the heads of institutions; he must meet the men themselves and be familiar with the courses of training over which he has supervision.

Mr. BURROUGHS. He ought to have the ability to size up the situation when he gets there at the institution and see whether or not the Government is getting value received for the money which it is paying.

Mr. NOYES. Precisely.

Mr. BURROUGHS. Can you get such a man for $2,400 a year?

Mr. NOYES. Hardly.

Mr. BURROUGHS. Do you think that is too small a salary?

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Mr. NOYES. I think the best answer to that would be the fact that after July 1, when salaries were generally cut that those men of best ability simply dropped out, and they have been dropping out ever since, and when next fall comes and new school positions are open, these men whom the board has been employing and training through all these months, a large number of those men will go.

Mr. BURROUGHS. What do you think such a man ought to be paid?

Mr. NOYES. Not less than $3,000.

Mr. BURROUGHS. Do you think you could get such a man for $3,000 a year?

Mr. NOYES. I think for $3,000 we could get a good many men—we can get men who will do that work fairly well.

Mr. BURROUGHS. Is it or not, in your judgment, possible to obtain a good many men who perhaps are able to earn much more money than this, but who because of their sympathy with this undertaking and love of this work, and desire to be of some service in connection with it, would be willing to undertake it for a limited time?

Mr. NOYES. For a limited time, and that is much truer a year ago and a year and a half ago than it is now.

Mr. BURROUGHS. You do not think that would be very important now?

Mr. NOYES. No. One of the hesitations that men have about taking this work anyway is, you see, the fact that it is temporary. They say, "Well, how long can I expect to hold this position if I take it?"

Mr. BURROUGHS. The point I am trying to make is, is it possible, do you think, to get many men now of the type that you think are suitable for this work, men who would not be influenced primarily by the pecuniary or monetary consideration involved?

Mr. NOYES. If they can be given more authority so that they will feel that they are doing the job and putting the thing over. The man doesn't live by bread alone, and men don't work for wages alone. I have seen it over and over again in our office.

Mr. BURROUGHS. So you think if the men could feel that they had some responsibility in the matter and could go about and work out something on their own initiative, a good many men might be obtained who would be willing to do it aside from the money consideration involved?

Mr. NOYES. If they can be given authority, just exactly as if the central office gives authority to the local office; if the head of the office or the heads of the sections give authority to the men under them, they will respond immediately.

Mr. BURROUGHS. I understand you to say that you have served under Mr. Griffin, Mr. Farwell, and Mr. Clark?

Mr. NOYES. Yes, sir.

Mr. BURROUGHS. In your present capacity in the New York office?

Mr. NOYES. Yes, sir.

Mr. BURROUGHS. In your present capacity in the New York office: that is right, is it?

Mr. NOYES. Yes, sir; that is, I have been in the training section.

Mr. BURROUGHS. And none of these men, in your opinion, had the executive ability necessary to make a success of that office, granting that they had a suitable system?

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Mr. NOYES. Well, roughly, I would say that. I think the executive ability carries with it so many, or a good many, connotations. Some men succeed in one thing and some in another. If I can make it in a little more sweeping terms, I know that no one of these three men is as near the ideal of the district vocational officer as it will be possible for the board to get.

Mr. BURROUGHS. Will you give us the name of the man who took your place when you first went there? As I remember, he was discharged for inefficiency.

Mr. NOYES. He was not discharged; he was transferred.

Mr. BURROUGHS. Was it for inefficiency?

Mr. NOYES. He was not discharged; he was transferred.

Mr. BURROUGHS. Who was that man.

Mr. NOYES. Mr. Fish.

Mr. BURROUGHS. What was his first name?

Mr. NOYES. I have forgotten.

Mr. BURROUGHS. He is still in the office?

Mr. NOYES. No; he is in the New York office.

Mr. SHERWOOD. Where is he now?

Mr. NOYES. I understand he is in the Boston office.

Mr. BURROUGHS. What is the name of that man who made this tour of New York and reported to you that there were, as I recall, nine institutions that did not receive a cent of pay for the number of months.

Mr. NOYES. Mr. Luffborough.

Mr. BURROUGHS. Where is he now?

Mr. NOYES. In the New York office, in the professional section. You see, the professional section includes the colleges and professional schools, commercial and agricultural and trades and industries.

Mr. BURROUGHS. What do these courses in the institutions cost the Government? They vary?

Mr. NOYES. They vary all the way from trade schools in Connecticut that charge no tuition whatever and give us the finest trade training that we can get anywhere, to such an institution as the College of Physicians and Surgeons, which runs up to over $500 a year.

There are other schools, also at high rates. The rate is greater than $500 a year for courses that do not last a year. For instance, there is a school where the men are taught to be fur and leather workers where we pay the school $50 a month for training the men.

Mr. BURROUGHS. Would there be many of those schools?

Mr. NOYES. No; as I remember, a few were running at the rate of $500.

Mr. BURROUGHS. Where the rate would be as high as $50 a month?

Mr. NOYES. Not as I remember it. There are practically half a dozen or so in our district.

Mr. BURROUGHS. What would be a fair average of that expense of tuition?

Mr. NOYES. Our experience in the trade and industry section, to which I would prefer to confine my information, is between $25 and $35 a month; tuition, you understand.

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Mr. BURROUGHS. If the Government is to get value received for the expenditure of this money, and if the man himself is to receive the benefit which he ought to receive from that training and not be exploited, it is essential, is it not, that there should be an adequate follow-up system?

Mr. NOYES. Indispensable.

Mr. BURROUGHS. You say you have a man for that work?

Mr. NOYES. Not now. I have got in my section alone seven. I think there are five.

Mr. BURROUGHS. I understood you to say you only had a man.

Mr. NOYES. Last summer there was only two of us doing that work. You understand that follow-up work also includes a great deal of office work, and very often when we have distinct orders from central office to call off the follow-up work to attend to putting men in training, because pressure was there in order that the statistics might mount—give us suggestions in order. So we had to be putting men in training instead of attending to that kind of training.

Mr. BURROUGHS. In the first place, how many men are in training in these trade schools?

Mr. NOYES. Trades and industries? They are not classified in our statistics, but I have made the estimate that 46 per cent of the men in institutional training are in trades and industries.

Mr. BURROUGHS. How many are there in the institutional training altogether?

Mr. NOYES. Something like four.

Mr. BURROUGHS. Would you say that with all these men, that there should be follow-up work for all these men in institutional training?

Mr. NOYES. You mean that all these men should be followed up?

Mr. BURROUGHS. Yes.

Mr. NOYES. In trade and industries certainly, because you can understand that those who are in a college; that is, men who enter Columbia University and the College of Physicians and Surgeons, such men do not need the close follow-up that the men in the receiving station do. That is where our great trouble is now, that we have two or three hundred men gotten together in one place, many of them over 60 days, and during that period we have a very difficult problem of deciding what their future vocation shall be.

Mr. BURROUGHS. Give us an estimate, if you can, of the total number of men who now need the follow-up, so far as you know.

Mr. NOYES. They all need it in the trade and industries section. There is no school on our list where the men do not need it.

Mr. BURROUGHS. The trades and industries, how many of those?

Mr. NOYES. We have, perhaps, 2,000; perhaps more.

Mr. BURROUGHS. How many men, from your experience, ought there to be to attend to that work in the way you can say it ought to be attended to?

Mr. NOYES. Putting the figure at last November, I asked for one follow-up man for every 200 men in training. That is very high.

Mr. BURROUGHS. That would be as small a number as you could get on with?

Mr. NOYES. Yes.

Mr. BURROUGHS. Do you think the expense to the Government of the follow-up work for these 2,000 men, at the rate of $3,000 for one

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man to do the follow-up work, would be greater to the Government than though the Government should take all these men and put them in some institution of their own, where they could have first-hand information as to the training that they were getting?

Mr. NOYES. That is a financial question; but, in the first place, they have got to be followed up anyway. You would have another set of officials following them up. You have your teachers, of course. You have had groups, of course, in New York City, where we have a mass of men coming up, and it is easier to do the follow-up work than it is where we are scattered through the other places. I would not venture to answer on that, because it is a financial question, involving the questions of enormous initial equipment. In many places it is almost impossible to get any trades and industries.

Mr. BURROUGHS. You think the present method is preferable?

Mr. NOYES. I think the two methods should go together. I think the present method should be supplemented by the opening up of some opportunities that are not now available.

Mr. BURROUGHS. Do you know, Mr. Noyes, of the issuance of certain rulings by the central board here some time in August, I think, this last year, certain orders or administrative rulings?

Mr. NOYES. To conform to the—yes; I know about them.

Mr. BURROUGHS. You saw those rulings when they were issued?

Mr. NOYES. Yes.

Mr. BURROUGHS. How did they impress you?

Mr. NOYES. As giving the impression to the employees of the board that they must be more restrictive in the allowances of recommendations of men to be put in training.

Mr. BURROUGHS. They seemed to be rules of exclusion?

Mr. NOYES. Yes.

Mr. BURROUGHS. And not to have been put out in the spirit that seemed to you to be the spirit in which this law was enacted by Congress? Is that right?

Mr. NOYES. That is my impression.

Mr. BURROUGHS. You do not agree with the rulings? You do not think they were wise?

Mr. NOYES. No.

Mr. BURROUGHS. Did you give this information, or any of this information, to Mr. Littledale at any time before these charges?

Mr. NOYES. I never saw Mr. Littledale until I saw him here.

Mr. KING. Who wrote the "hard-boiled" order?

Mr. NOYES. I do not know, except by hearsay.

Mr. KING. Do you care to say who it was by hearsay?

Mr. NOYES. It is understood that it is purely hearsay.

Mr. KING. Do you refuse to give that?

Mr. NOYES. No.

Mr. KING. I would like to have it. It is better than nothing.

Mr. NOYES. Well, I inquired from one of the central-office men, who was up in New York City, how it originated and he said, "I will tell you, Noyes. There was a time in the central office when the fellows were simply working their heads off up until 11 o'clock at night and trying to decide these cases that came in there from all over the country, and they had nothing but a piece of paper before them, and no man there did not know anything about the paper; and one of those fellows who was a jolly kind of a fellow wrote out a list

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or a sort of a fake order. This is the way to get this job done, boys, so we will get home a little before midnight." Then he wrote something that I understand was the origin of this "hard-boiled" order.

Mr. KING. All in the nature of a joke?

Mr. NOYES. All in the nature of a joke, to start with, and then it impressed some one in the office. Well, there might be some good ideas in that question about getting some work done if you do not listen to men who but use your head instead of your heart, your eyes instead of your ears, and so use all of them, etc. But it never came to me officially. I never saw it until I saw it in the New York Evening Post.

Mr. KING. It never was an official order?

Mr. NOYES. It never came to me, and I was supposed to receive all of them.

Mr. KING. Had it been promulgated officially, you would have received a copy?

Mr. NOYES. I certainly should.

Mr. KING. It seems to me, as I recollect it, that Judge Towner was asking you a question, and that your testimony was, "I am not sure in regard to the personnel of the central office;" and I understood him to direct question you as to what you do say as to the personnel in the central office here at Washington. I was watching for the answer and it seemed to me as though that did not come out; that your attention was distracted in some manner. Do you wish to finish that, or is it in your testimony already?

Mr. NOYES. Just what aspect of it?

Mr. KING. The personnel of the central office must have a great deal to do with administration of this act.

Mr. NOYES. Yes.

Mr. KING. Does it in any way conform to the ideals expressed, of the great, big, large man that Judge Towner spoke about, and so forth? Are we operating with men of that caliber or are we operating with pigmies that ought to be removed?

Mr. NOYES. I think that in my dealings, particularly with the men in the upper group, the men in the central office, we have had a large, progressive open point of view. I think there are some men who are rather inclined to the rule-making type, and they have imposed restrictions. They are of that temperament. That is to say, they want to centralize things. They think things go better when they are centralized.

Mr. KING. Autocratic temperament, you would say?

Mr. NOYES. Yes.

Mr. KING. So far as making rules and regulations is concerned?

Mr. NOYES. Yes.

Mr. KING. You think they are of that type who regard rules and regulations as superior to the laws passed by Congress?

Mr. NOYES. I do not think there is that intention.

Mr. KING. And more to be obeyed?

Mr. NOYES. I do not think there is any intention to contradict the laws of Congress on the part of any of these men who have put the strict interpretation of the rules in effect rather than a large and generous interpretation.

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Mr. KING. Is the central board now functioning along these larger and broader lines?

Mr. NOYES. There are some real reasons to believe so. The board issued a decentralization order along that line, and things do not go as fast in the local offices as they should.

Mr. KING. You are a professor. Do you teach in a university?

Mr. NOYES. Yes, sir.

Mr. KING. Would you regard that the country would be better served if some of the professorial gentlemen occupied some of these places instead of some of the gentlemen who do occupy them?

Mr. NOYES. Of course, I was in a very fine group of professorial gentlemen when I was at Columbia, scholars and administrators, and I should like to see more of a type of men of that kind in the administration of the office.

Mr. KING. Do you see anything objectionable to a broad-minded man who has not the wide education of the average college professor, who has come up from the line of endeavor and work instead of coming up through college courses—do you see any reason why a man of that kind can not do this kind of work?

Mr. NOYES. None; not in the least. I have not the slightest prejudice against anyone of that kind. I have not the slightest objection.

Mr. KING. I am trying to get at the fact whether you would exclude, for instance, men who have come up from the labor movement, whether you would exclude a man not because of that, but would that exclude him in your mind as against the college professors?

Mr. NOYES. Not at all; surely there is a place for both of them.

Mr. KING. Could he occupy a place in this work on that central board?

Mr. NOYES. Yes, I think he could.

Mr. KING. And do it successfully, could he?

Mr. NOYES. Yes.

Mr. KING. In other words, you have no objection or make no objection to the personnel of this central board, do you?

Mr. NOYES. No. I do not know just what they can point to, but I think there is a little severity of attitude in some of the divisions of the board that is unnecessary.

Mr. KING. Now, you want greater authority conferred upon the New York office and then you are of opinion that the New York office would function. It seems to me you said that on October 29, when the additional authority was granted, you had been paralyzed before and could not function at all.

Mr. NOYES. I attributed that to the fact that the head of the office did not seem to realize how he might use his power.

Mr. KING. He did not know authority when he got it?

Mr. NOYES. No, he did not know how to use it when he got it.

Mr. KING. He had been without it so long.

Mr. NOYES. So long? I do not know.

The CHAIRMAN. Were you a professor at Columbia?

Mr. NOYES. No; I was assistant professor.

The CHAIRMAN. Would you care to state the salary you were receiving there? What we want to know is whether you sacrificed when you left that to take the place you have got.

Mr. NOYES. I did not go there. I went to Duluth, Minn.

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The CHAIRMAN. When you took the work you are now doing, was it at a sacrifice financially?

Mr. NOYES. No; I was appointed at a salary of $3,400 and when the cuts were made in July I was cut down to $3,000.

The CHAIRMAN. You have been with the board ever since the New York office was established?

Mr. NOYES. Yes, I was one of the original members of the board.

The CHAIRMAN. Did you know an advisor by the name of Whitney?

Mr. NOYES. Yes; he is an old student of mine; I have known him for many years.

The CHAIRMAN. This language is attributed to Mr. Whitney:

"You do not understand the psychology of the soldier." It was said to him, and he answered, "No, thank God, and I hope I never shall."

What is the significance of Mr. Whitney's answer?

Mr. NOYES. Whitney is a quick-tempered fellow and he might have been irritated by the person who asked the question.

The CHAIRMAN. Did you know a Mr. Ward?

Mr. NOYES. Yes, I knew him but slightly, very little.

The CHAIRMAN. Then there was a query that was reported to have come from him:

"Why should we do more for the returned soldier than a man on the street? You do not support him. Why should you do more for a man who has lost a leg on the battlefield than one who has lost a leg in a factory?"

Can you explain what attitude of mind Mr. Ward must have been in when he made that statement?

Mr. NOYES. It is a pure guess, if you want me to guess about it.

The CHAIRMAN. In order to make it material, have you ever seen a situation in your experience with the soldiers that would justify that statement from the adviser?

Mr. NOYES. Not as it is represented there.

The CHAIRMAN. Do you know a Mr. Wirt?

Mr. NOYES. I do not remember Mr. Wirt, no.

The CHAIRMAN. I understand he was also an adviser?

Mr. NOYES. Yes.

The CHAIRMAN. We have had some testimony here that indicates rather an unfriendly attitude of certain advisers toward the soldiers. It is along that line that I was asking this question.

Mr. NOYES. Yes, I understand.

Mr. REED. Mr. Chairman, the reason I have not asked questions—I ask questions rarely—because I am usually reached rather late, which is agreeable to me, is that the ground has been so thoroughly covered that I do not wish to take up the time of the committee by covering the same ground again.

The CHAIRMAN. Yes.

Mr. BURROUGHS. Just one further question has been suggested, if you would state the date of the conversation that you refer to with someone about the "hard-boiled" order which was referred to as having originated in a joke.

Mr. NOYES. Well, it was after it appeared in the New York Evening Post.

Mr. BURROUGHS. After it appeared?

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Mr. NOYES. Yes; because none of us ever heard of it until it came out there.

Mr. BURROUGHS. After that?

Mr. NOYES. I should think a couple of weeks after that.

Mr. REED. It does give rise to one question right there, Professor, after you read this order in the New York Evening Post, and you say it was a joke. What was the feeling about the order in the office? Did they resent it?

Mr. NOYES. They resented it; yes, sir. We did not know about it. We understood—or at least I understood—that sort of passed around among the eligibility squad of men, or some such group as that.

As far as the men in the office are concerned, it never came to our attention, and as far as I could tell I never heard anything about it.

The CHAIRMAN. Have you any acquaintance with other officials, such as Baltimore and Philadelphia officers, as to the effectiveness of their work?

Mr. NOYES. Only by conversation as I had contact with the men in conference, one in Cincinnati and one in Washington.

The CHAIRMAN. Would you please give your impression from the conversation whether it is commendatory or otherwise?

Mr. NOYES. Well, I have been told in the frankest terms by the officers in the Cincinnati office that the New York office was the worst managed office in the country.

The CHAIRMAN. You have read these charges, have you not?

Mr. NOYES. Most of them.

The CHAIRMAN. Do you give it as your judgment? Of course, we make our own deductions from your testimony, but let me make it specific. Do you from your experience corroborate any of the charges?

Mr. NOYES. I should rather have it even more specific than that, if possible. The point of decentralization, I think, ought to be emphasized.

The CHAIRMAN. Yes; I meant to save the time by saying that we can make our own deductions from your evidence which has been very thorough.

Mr. NOYES. If there has been any willful neglect on the part of individuals I should be very loath to say . Even these employees that have been accused of discourtesy and lack of sympathy with the men, I know in certain cases that those men are just as much interested in the welfare of the soldier, but they could not bring themselves to assent to do what seemed to them even when the soldier has it in mind was erroneous.

The CHAIRMAN. However, there is something wrong somewhere. For example, these obligations that have not been adjusted, financially.

Mr. NOYES. Yes.

The CHAIRMAN. Whatever be the cause of it, there is something wrong.

Mr. NOYES. Yes, sir; there certainly is.

The CHAIRMAN. There is some lack of system in which the men's effectiveness has not been materialized. There is some delay which I understand you think was not inevitable and could have been avoided.

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Mr. NOYES. Yes.

The CHAIRMAN. There is some indefiniteness in final adjustments that should not have been?

Mr. NOYES. Yes.

The CHAIRMAN. I take it from what you have said that there should be some changes made, some of them I understand have been made?

Mr. NOYES. Yes.

The CHAIRMAN. We are very much obliged to you, Mr. Noyes, and on the part of the committee I thank you. I think you have been a very material witness.

Mr. NOYES. I thank you, Mr. Chairman.

The CHAIRMAN. The committee will stand adjourned until 10 o'clock in the morning.

(Thereupon, at 6 o'clock p. m., the committee adjourned to meet again at 10 o'clock a. m., Wednesday, April 14, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Wednesday, April 14, 1920.

The committee this day met, Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. Mr. William A. Clark, will you take the witness stand?

STATEMENT OF MR. WILLIAM A. CLARK, NEW YORK CITY.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Clark, you may give your full name and your present address to the official stenographer.

Mr. CLARK. William A. Clark, 27 West Forty-fourth Street, New York City, Harvard Club.

The CHAIRMAN. What is your present position, Mr. Clark?

Mr. CLARK. May I make an opening statement, Mr. Chairman? There are a few things I would like to say most precisely, and if I could read a written statement which I have prepared, I should be very much obliged.

The CHAIRMAN. We will permit that. It may be that we will ask you some questions while you are making the statement.

Mr. CLARK. Perfectly all right, Mr. Chairman.

The CHAIRMAN. You may proceed.

Mr. CLARK. I returned from service in France in June of last year, where I had spent about 18 months in welfare work. In July I had an opportunity to become an officer of the Federal Board for Vocational Education, which I welcomed because it made possible a continuation of the service begun in France. I was appointed as executive manager of the New York office.

Within three weeks Mr. Sidney E. Farwell was appointed as district vocational officer. Later my title was changed to assistant district vocational officer. Mr. Farwell resigned in January and I was appointed acting district vocational officer. Permit me to say that I did not seek this appointment.

Two weeks had hardly elapsed before I heard rumors of a newspaper attack on the New York office by the "Post." On February 17 the first article appeared.

The CHAIRMAN. Is that the New York Evening Post?

Mr. CLARK. The New York Evening Post.

Since then approximately 100 columns have been written. I was instructed by central office not to answer these attacks.

The CHAIRMAN. By the Washington office?

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Mr. CLARK. By the Washington office.

On February 18, Mr. Littledale made a vicious attack on the New York office. The headline contained this phrase: "Only 3,199 men in training here." On February 14 the weekly statistical report indicated 4,253 men had begun training. Therefore, Mr. Littledale's statement shows a discrepancy, you will notice, of over 1,000. I am not attaching a great deal of importance to this except to indicate his inaccuracy. Mr. Littledale knew better. This intentional inaccracy is typical quite generally of his articles, and shows the injustice and bias of his attacks.

The CHAIRMAN. Will you give us those dates again? What date was it that the statement was made as to 3,200 men in training?

Mr. CLARK. On February 18.

The CHAIRMAN. And what was the other date?

Mr. CLARK. On February 14 the week statistical report indicated 4,253 men had begun training.

The CHAIRMAN. Four days before the statement was made in the Post?

Mr. CLARK. Yes, sir.

On March 12 Mr. Littledale presented certain formal charges against the Federal Board for Vocational Education, which I understand were printed in the Congressional Record. There was one charge against me which I can not do less than regard as a very grave one.

The CHAIRMAN. On what date was that printed in the Record?

Mr. CLARK. I can not recall; I did not see it.

The CHAIRMAN. Do you know whether it was in the House or Senate proceedings?

Mr. CLARK. I do not know. That is purely hearsay and I will withdraw it, if you care to.

The CHAIRMAN. No; but I do not recall that it was in the Record.

Mr. CLARK. That was my understanding.

The CHAIRMAN. And I was trying to identify it.

Mr. CLARK. Yes.

This statement was first made in the New York Evening Post of February 18. I shall, with your permission read it:

MOVING TO NEW QUARTERS.

Clark has now signed a lease for new quarters. The district office is moving from 469 Fifth Avenue. Beginning March 1, it will go to a new building in Forty-third Street, just west of Fifth Avenue. In its present quarters the board occupies some 13,500 feet and pays a rental of about $1.80 a foot. In its new quarters it is going to occupy 22,986 feet and is going to pay $3.50 a foot. The interesting point of this is that the board is going to pay $1 a foot more than other tenants in the building. Out of a total rental of $80,451 the board will pay $22,986 more than other tenants. And this money was appropriated primarily to reeducate these disabled men.

The formal charge presented on March 12, as already indicated, read as follows:

We charge that William A. Clark, acting district vocational officer at New York, has engaged new quarters for $3.50 a foot that were offered to him at $2.50 a foot.

The first offer that came to Clark was $2.50 a foot. The landlord later refused to sign the Government lease. Clark then offered $3.50 a foot. For proof we ask you to call for the correspondence in the files of the Federal board, the Red Cross, the Public Health Service and the Bureau of War Risk Insurance and to call Mr. Lee, the owner of the building.

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The CHAIRMAN. That is the end of the quotation?

Mr. CLARK. That is the end of the quotation, Doctor. Am I wrong in stating that there are only two possible conclusions which may be drawn from this charge; namely, that I either made a bad business bargain, or profited in some way by the transaction? I did not sign the lease, neither was I responsible for the lease, but I am perfectly willing to assume the entire responsibility and meet the issue squarely, because I was perhaps more active than any other person in bringing negotiations for the rental of quarters to house the War Risk Insurance, Public Health Service and Federal Board for Vocational Education, to a successful conclusion. To prove that I did not make a bad business bargain, and that Mr. Littledale's statements on this point are wholly erroneous, I submit the affidavit of Mr. James T. Lee, president of the national association building, who leased the space to the board. I hope you will permit me to read it, and that you will insert it in the record.

The CHAIRMAN. There is no objection to your reading it.

Mr. CLARK. Thank you.

STATE OF NEW YORK,
County of New York, ss:

James T. Lee being duly sworn deposes and says that he is president of national association building corporation a corporation which owns the national association building, situate at 23–31 West Forty-third Street and 26–28 West Forty-third Street, in the Borough of Manhattan, city of New York.

Deponent has supervised and controlled the renting of the building from the beginning up to the present time and is completely familiar with all matters relative to the rental, prices and negotiations for leases affecting space in said building.

Deponent further says that he is advised that statements have been made and published in the New York Evening Post that the space on the second, third, and fourth floors rented to the Federal Board for Vocational Education, the Bureau of War Risk Insurance, American Red Cross and the Public Health Service, have been rented at a price which was $1 per square foot higner than any other space in the building and higher than the space could have been rented for by these Government departments and bureaus.

Deponent further says that these statements are unqualifiedly false and that the facts in the matter are as follows:

When the first rental schedule for the building was published the rates for the entire second, third, and fourth floors were quoted to be $2.50 per square foot but these rates were based on the ordinary form of lease running for a minimum period of 5 years and 2 months and in most cases leases for entire floors were expected to run for 10 years and 2 months. Under no circumstance was any lease taken for a period of less than 5 years and 2 months and none has been made in the building since except those closed after March 1, 1920, which run for 5 years and 1 month.

When Pease & Elliman (Inc.), real estate brokers of this city, proposed to deponent that the Government departments above mentioned be taken as tenants for the second, third, and fourth floors deponent refused to consider them for two principal reasons, first that a Government department is an unsatisfactory tenant in that rent payments are invariably long delayed and second because the Government is unable to bind itself beyond the end of the current fiscal year.

It was later proposed, however, that in view of the circumstances the Government would be willing to pay $3.50 per square foot provided a lease for four months, namely, from March 1, 1920, to June 30, 1920, would be accepted with an option to the Government departments to renew at the same rate for one year additional, and it was urged upon deponent that the public necessity and the efficiency of the work for disabled soldiers required that the above-named Government agencies have offices adjoining in the same building, and that nowhere else in New York City was sufficient suitable space available for the purpose. Just at this time the general schedule of the building was in course of revision and the new schedule which has since been strictly adhered to would have fixed $3.50 per square foot for this space for the ordinary commercial tenant. Under these conditions deponent made the leases but only after a thorough investigation had been made by a representative of the Treasury Department, a certain Capt. Frye, supervising chief engineer of the port of New York.

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Deponent further says that far from the rental paid by the Government being less—

I think he means "more" there—

than that paid by the rest of the tenants of the building it is a fact that the Government rental is the lowest paid by any tenant except for several small spaces fronting on the interior court and relatively undesirable and which rent for $3 per square foot, for the remainder of the space in the building is rented at from $4 to $6.50 per square foot to responsible commercial tenants on long-term leases with rent payable in advance in every case.

Deponent further says that the lease to the Government has, in addition to the disadvantages above named, a further disadvantage in that it terminates on June 30 of some year which date is two months past the renting season, so that the owner of the building must be prepared for a large loss of rental from the date of expiration until a new tenant can be found which in a normal market might be 10 months later.

JAMES T. LEE.

Sworn to before me this 12th day of March, 1920.

[SEAL.] MARY F. SULLIVAN,
Notary Public, Kings County, No. 41?

Certificate filed in New York County, No. 391.

The CHAIRMAN. Mr. Clark, the statement there is that there was a difference in the rental rate due to, first, an undesirable tenant, in that the Government is not as desirable as a commercial business; secondly, the tenure was a shorter period than the usual commercial renter; and thirdly, the time of expiration was unfortunate in the year, being at the end of June. May I ask you whether in your judgment there is ground for his stating that the Government is a poor tenant?

Mr. CLARK. My experience is very limited. I do not think that I can give you an answer which would in any way be helpful.

The CHAIRMAN. You do not know by definite knowledge what has been the experience of other people in renting to the Government?

Mr. CLARK. I only know, Mr. Chairman, that Mr. Lee stated that he had had three experiences already—I think he said three—and had to have an agent come to Washington to collect the rent, and consequently he was not in a mood to rent to the Government. It was only after the matter had been brought to his attention that this was for the disabled soldiers, and his interest was enlisted, that he even wanted to consider having the three departments as tenants.

The CHAIRMAN. The business in New York would not modify its principle of operation because of the character of work the Government wanted to do; that is, simply because it was work for the rehabilitation of sildiers, the patriotic element would not enter into the business transaction.

Mr. CLARK. I think it was given some consideration by Mr. Lee. I think it had some influence in his finally consenting to the arrangement that was made.

The CHAIRMAN. Would you, upon the observation you have been able to make, assert that a short time lease made by the Government would be sufficiently undesirable for a higher rate to be demanded: would you state that upon your own judgment?

Mr. CLARK. In this case it was an absolute fact, and quite generally I should say that was so because at the present time the rentals are very high in New York. There has been very little building for the last four or five years, and the man who has space to rent thinks possibly this is a peak price and wants to get it extended over a term

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of years, and the demand is so great for space that he is in a position to get very desirable terms.

The CHAIRMAN. What is the usual period for moving in the city?

Mr. CLARK. In large spaces long term leases; that is my understanding. I am not a real-estate expert.

The CHAIRMAN. These leases usually end at what period of the year?

Mr. CLARK. May 1. I think that is the renting season, quite generally, in New York.

The CHAIRMAN. And this is the 1st of July or the end of June because of the fiscal year ending then.

Mr. CLARK. Exactly.

The CHAIRMAN. You may proceed with your statement, Mr. Clark.

Mr. CLARK. Mr. Lee called at my office on a matter of business on last monday morning, and stated to me that he would be glad to have the space back as he can rent it for $4 a square foot on a long lease. There is no question about that being a very genuine offer.

As stated, the only other conclusion which can be drawn is the unwarrantable and ridiculous insinuation that some way I profited by this transaction. If Mr. Littledale meant to make this change, or convey this impression, there is only one answer, and I would like to use a short word but I presume that is very unparliamentary. It is a falsehood.

The CHAIRMAN. The committee is under the rules of the House and the language must be parliamentary.

Mr. CLARK. I am trying to make it so.

I have a due appreciation of the fact that I am making these statements under oath. I never entertained a thought of profiting in any manner, shape, or form, directly or indirectly, by the negotiation of this lease. I have not profited by it, and I shall not profit by it at any future time. I wish to state that there is no single piece of work which I have accomplished as an officer of the Federal board in which I feel greater satisfaction than the part I played in bringing the plan of having joint offices for the three Federal departments, all dealing with the disabled soldier, to a successful conclusion. It is a big contribution to the service of these men for it eliminates much lost motion.

The CHAIRMAN. Mr. Clark, permit me to say that while I have not consulted with the committee individually, I listened to these charges, and I did not come to the conclusion that you were charged with moral turpitude or with taking any advantage under the contract personally, and I do not think the committee members had any such suggestion.

Mr. CLARK. I think the committee is very generous.

Mr. BRAND. Mr. Chairman, I want to make the suggestion, though, that that sort of interpretation could have been put by the public upon the charges which appeared in the New York Evening Post, and I am anxious to hear from him on that.

Mr. CLARK. I wish to confirm that. My friends came to me at my club and questioned me, and it was very much their interpretation.

Mr. BRAND. It occurred to me——

Mr. CLARK (interposing). I have been suffering for two solid months with this charge over my head without being able to answer it.

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Mr. BRAND. The way it impressed me was that the man was either unfit for his charge or was dishonest, one or the other, when I first heard it.

The CHAIRMAN. I think the former statement might be justified if those statements are true, but I had not the idea that there was any moral turpitude or any dishonest act. However, you may proceed, Mr. Clark.

Mr. CLARK. The second formal charge made against me by Mr. Littledale, on March 12, was that "William A. Clark, acting district vocational officer at New York, holds office without civil-service rating." If Mr. Littledale wishes to convey the idea that my appointment is illegal, I offer the telegram (which he submits as proof of illegality) as proof to the contrary. "Clark and Becker, temporary, with the approval of the commission. Clark's papers not yet rated; Becked found ineligible. (Signed) Morrison, president." That is incorporated in the formal charges.

The CHAIRMAN. What is your interpretation of that telegram?

Mr. CLARK. I am not an expert in civil-service law, but I am reading it as an appointment with the approval of the commission.

The CHAIRMAN. Would you state that you were found eligible by the commission, giving as evidence that telegram? The commission makes the examination, and then they designate whether the party applying is eligible, and then later the appointment is awaited. Were you temporarily appointed awaiting——

Mr. CLARK (interposing). Yes, sir; that is my understanding.

The CHAIRMAN (continuing). Awaiting final adjustment.

Mr. CLARK. That is my understanding, Doctor.

I shall go a step further. Mr. Littledale stated on February 28 that my appointment was made in spite of an eligible district vocational officer list. The New York office has been so widely advertised lately, with its numerous employees and applicants for training, that I think you will all agree that it is a very important and responsible position. I wish to affirm again that I did not seek the appointment. For six months I had been executive manager and assistant district vocational officer. The board had ample opportunity to form a judgment as to who was best fitted for the position.

The CHAIRMAN. When you were the district vocational officer, who was your immediate superior officer?

Mr. CLARK. Sidney E. Farwell.

The CHAIRMAN. And he occupied the place you occupy now?

Mr. CLARK. Yes.

In view of the tremendous importance of the work for the disabled soldiers the board should have secured the best available man for the position. If the gentlemen who compose the board at this time believe that they have made a mistake, and they have some one available on the list, or off the list, who can manage the affairs of the New York office more efficiently than the present incumbent, it is their duty to replace me. Under such circumstances I shall be happy to resign, as my interest in the work for the disabled soldier is far greater than any personal consideration.

The CHAIRMAN. I understand by that statement, Mr. Clark, that if there is any inefficiency it is not up to you to make the resignation, but the board should demand it.

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Mr. CLARK. Absolutely. I think my record of service in France alone should permit me to say this without immodesty or fear of contradiction.

Now, that I have met these personal charges, I wish to quickly pass on to graver matters. If the work of rehabilitating the disabled soldiers, representing all sorts and conditions of young men, is ever to be completed satisfactorily it must be done by those who have the duty imposed upon them.

You know, and I know, that a great many young men were called to the colors who would have been very difficult problems for vocacational education even before they entered the Army. Add to that a considerable number of men who were at the battle front, and who have not only been wounded, but whose nerves have been shot to pieces, and your task becomes still further complicated by numerous special cases, each one of which becomes a particularly difficult problem. I have heard medical men register the opinion that most men, whether wounded or not, who were in these great battles, with their terriffic noise, will not be wholly normal for some time to come.

To advise these men, to educate them, to place them, is the most gigantic educational undertaking in history. It calls for sympathy, for the highly trained sympathy of a good family doctor, for judgment, for shrewdness, for moral enthusiasm, which shall communicate itself to the young man in order that he may work with you to the end that he may be educated wisely, to take his place again in society as a worker.

The CHAIRMAN. I take it, Mr. Clark, that you are approving what has been frequently testified here, that this work requires a man unusually well qualified, that the average man who would succeed with the average student, for example, might not succeed with the soldier who has suffered, first, an unstabilizing of his relationship at home by going to the war, and, secondly, in addition to that, probably a nervous shock which makes him difficult to place.

Mr. CLARK. I most particularly do, and I want to go further than that and say that these men can not be found who pass successful paper examinations, and it is so tremendously important to get the right men, wherever you can get them, that they can not always come off of lists.

The CHAIRMAN. Frequently, it has been asked here and testified to, that the choice of this particular character of direction would be difficult to be made under the civil-service examination.

Mr. CLARK. I heartily agree with that.

The CHAIRMAN. You agree with that?

Mr. CLARK. The best men I know, who are doing the best work, are the men who are absolutely the most humble. They appreciate the difficulties of the task and realize, whatever their qualities, that they are short of the qualities that are desirable, and almost necessary to do the job perfectly well.

The CHAIRMAN. You did not appear in person before the Civil Service Commission, did you?

Mr. CLARK. No, sir. Frankly, I paid very little attention to it.

The CHAIRMAN. Suppose you had appeared before the Civil Service Commission and had had a personal interview with the individual members of the commission, are the rules of the commission such

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that anything can be taken notice of or taken cognizance of except what would appear on paper; do they have any latitude?

Mr. CLARK. I have not heard of any men appearing before the commission. It so happens that one young man who was the head of the commercial section—we have something like 1,100 men in commercial schools—had been doing his work successfully and word came from the Civil Service Commission, quite recently, that he had failed in his examination on account of lack of experience. I returned a reply to the Civil Service Commissioner asking him if consideration should not be given to the actual experience of the man on the job for which he was being examined; that I wished to bear testimony to the fact that the young man was highly successful in doing the job itself, and suggested that it might be wise to consider that fact before turning the man down as having failed.

The CHAIRMAN. I know so far as the chairman of the committee is concerned, and I can not speak for the other members of the committee, that we are desirous of complete respect for the spirit of the civil service in order to avoid any bias that ought not to get into work of this sort, but I think that there is justification for demanding personal interviews for certain types of men at the head of certain work, who probably could not be selected safely upon mere civil-service examinations. However, that is always a question of dispute.

Mr. CLARK. I just wanted to raise this one point, that this is a great, big piece of emergency work and I believe that all sorts of consideration should be given to it in the selection of personnel.

Mr. BRAND. Mr. Chairman, if you do not mind, I would like to ask how much more of a statement the witness has there because I can not be present all the morning.

Mr. CLARK. Very few more. It is just a little opening preliminary statement.

The CHAIRMAN. You may proceed, Mr. Clark.

Mr. CLARK. There is another feature of this problem which should not be ignored. We all know that after a long vacation much will power is required to get back into working form. Life in the Army is quite different from regular work in civil life. Many of these young men come to us from hospitals, many more have done little or no work since their discharge. This is not a criticism, it is merely the statement of a vital fact. There can be no real achievement without work. I want to emphasize this over and over again. The greatest service that can be performed at this time and clear on to the end of the chapter is to inoculate these young men with the religion of work. Closely associated with work there must be discipline, wise discipline, which has in view at all times the welfare of the men.

Broadly speaking, the three great lines of endeavor of a district office, as I see it, are to place all the men in training who are eligible under the law as rapidly as possible, supervise their training, and place them when trained. These are the three practical objects which I have endeavored to keep before me and before the office. There is a certain amount of necessary paper work, certain records which have to be kept, but I confess to considerable uneasiness when any new statistical task is imposed upon the office if it in any way interferes or impedes the progress of the work along the lines indicated.

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To get this job done is in no small degree a job of management, of office machinery, of machinery set up in the field and connected with the district office. Full responsibility for the work of a district can hardly be assumed without full power to distribute the burden. I think very wisely we are working in the Federal board toward decentralization. I believe the district will and should become zone offices and that certain central machinery will be set up for the sole purpose of fixing policies and standardizing practice.

I firmly believe that within the next 90 days we shall be able in the New York district to offer training to practically every man with whom we have established contact.

The CHAIRMAN. That would be how many?

Mr. CLARK. I think presently I shall answer that in this statement, Doctor.

I feel sure that the machinery which we have already installed will accomplish this result. It may interest you to know what is now being done outside of the New York office to speed up the work of getting men into training. This is the plan that was thought of a long time ago. There is one squad at the present time at Buffalo and one at Syracuse. Each squad is composed of advisers, training officers, placement officers, doctors, and an eligibility officer from headquarters. Letters were sent out to every man with whom we had established contact in the territory assigned to the Buffalo office. Those who replied to these letters, and indicated their desire to meet our officers in Buffalo, were sent transportation. Newspaper publicity was employed in order that ex-service men with whom we had not established contact might learn of this plan. Cooperating societies were also notified, for the same purpose. The whole idea of taking the district office to the branch offices was to complete as many cases as possible outside of Greater New York by either offering them training or telling them that they were not under the law eligible for training. Each squad has full authority to do this. The points which are to be covered beside Buffalo and Syracuse in the present campaign are as follows:

Oswego, Ithaca, Utica, Schenectady, Albany, Hudson, Poughkeepsie, Yonkers, Niagara Falls, and Newark, N. J.

Connecticut will be taken up later.

To place a man in training is not as easy as it sounds. Not infrequently even after the evidence is in the folder it may require time, discussion, much thought, before a decision can be reached in spite of the rule of the office which is to give a man the benefit of the doubt. In Mr. Farwell's time that was the rule of the office and it has been the rule of the office since his time. It has been preached, "Give the man the benefit of the doubt." With the load we have, and the new cases which are coming to us by an arrangement recently made with the Bureau of War Risk Insurance, together with the normal increase as judged from the past few months, we shall have at least 25,000 cases to handle within the next 90 days. In order to carry this load we must have at least 50 more men. We are already very short-handed. We are not giving the supervision which I should like to give to the men in training now. Some way must be found to get them.

I am afraid that you must do something, something substantial, toward increasing the salary schedule. I do not believe that there

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are half a dozen men in the New York office who are not devoted to their work. They are, on the whole, a fine lot of men. Several men have already had attractive offers, but are remaining at their posts because they believe that the service they are engaged in is so splendid that it compensates for the small salaries. In other words, some of the men are doing just as fine work as they could do whatever salaries were paid them. I really believe, however, that 75 per cent of the men in the New York office, on account of the high cost of living are forced, notwithstanding their interest in the service, to be on the lookout for other jobs. The salaries for staff members in the New York office range from $1,800 to $3,600, which is the highest salary paid. I think that it is essential that salaries shall be raised in the New York district, that civil service bars shall be let down, and that the head of the office shall be permitted to seek and employ suitable men without the usual formalities. This need of men, and men adequately paid, can not be overemphasized. Not to have enough men, properly paid, is "A penny wise and a pound foolish" policy.

The New York office has been under attack for the last two months. Apparently every disgruntled employee or ex-employee or ex-service man with a grievance has been sought with a single purpose in mind, namely, to give testimony against the Federal Board for Vocational Education and particularly against its New York office. Every sort of attempt has been made to sow discord within the office, to arouse antagonism among Federal board students and applicants for training with the office. Only one sort of testimony has been sought, testimony against the board.

I venture to predict that if the Standard Oil Co. or any great reputable corporation with its trained personnel had been given this job at the beginning, and had had unlimited funds placed at its disposal so that they could have employed the best educators in all branches, a smart and unscrupulous reporter could have gone the rounds and could have discovered many cases of apparent neglect, many disgruntled people, and much mud to throw.

The men in the New York office who are doing the best work are not its critics. Nevertheless, I believe they are more acutely aware of the shortcomings of the office than any critic inside or outside of the office. They are the men who are patiently bearing the burden, and it is some burden. They are the men who are working the longest hours. They are the men who would like to see the law changed so that every man wounded in battle would be eligible for training; yet, notwithstanding this breadth of sympathy, they are the men who give only what they can give under the law, They make no appeal for popularity. And this class of men does not represent the minority of the men in the New York office.

In spite of this elaborate and extensive testimony presented by the Evening Post, I think you will find, if you go to the bottom of this whole matter, that the New York office is one of the three or four best offices in the country.

In support of this, may I give you a few statistical facts which will show its progress and present its status as compared with the two other largest offices in the country? The office was opened in September, 1918. In July, 1919, the first district vocational officer resigned. At that time a thousand men had begun training. Of this

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number three had been given placement training. On January 10, 1920, when Mr. Farwell resigned, the number of men who had begun training was 3,597.

Mr. Farwell was without any question one of the best men I have met in the service.

The CHAIRMAN. Why did he resign?

Mr. CLARK. He resigned because the work was simply killing him. That is my private opinion. I am sorry if I have expressed it in any way that will be unpleasant to Mr. Farwell.

Of this number 258 had been given placement training. The number of men who have entered training, according to the latest figures I can secure, are 5,287. Of this number 891 have been given placement training. These figures do not tell the whole story, but I think they indicate very strongly that the office is not falling down and is not going backward.

The following comparative statement furnished me by my case officer, taken from a central office report of February 28, 1920, should be of interest:

	New York.	Chicago.	Atlanta.
Total registration	30,434	27,762	25,131
Training begun	4,561	3,255	1,625
Per cent of men in training as to total registration	14	11	7
Approved by central office	5,678	7,667	2,323
Percentage of men placed in training compared with central office approvals	80	43	70

I think those figures are fairly illuminating so far as they go, and I am not trying to press them too far.

I have here the statements of the chief clerk which will show certain expenses which I think may be interesting to you. This bookkeeping arrangement was installed about three months ago. The total salaries of the district for the month of January were $23,039.05 and other expenses brought the total district office expense up to $31,278.88.

The CHAIRMAN. Have you the number of employees listed there?

Mr. CLARK. It does not give that. The training pay of the soldiers and sailors amounted to $304,686.15; the tuition expenses, $52,347, and other training expenses made the total $367,039.14.

FEBRUARY 2, 1920.

Monthly financial statement of district office No. 2 for the month of January.

	This month.	Last month.
District office expense:		
1. Salaries	$23,039.05	
2. Travel—		
(a) Expense (Form 4)	1,342.20	
(b) Transportation (requests)		
3. Rent	2,718.33	
4. Water, light, heat, phone (service), etc	593.42	
5. Stationery and printing	736.05	
6. Equipment and supplies	2,561.74	
7. Sundries		
8. Miscellaneous	288.09	
Total district office expense	31,278.88	

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Monthly financial statement of district office No. 2 for the month of January—Contd.

	This month.	Last month.
Soldiers' and sailors' training expense:		
1. Training pay	$304,686.15	
2. Tuition	52,347.00	
3. Training supplies	4,603.59	
4. Medical expense, supplies, etc	914.00	
5. Miscellaneous (out of $25,000 appropriation)	2,523.20	
6. Travel—		
(a) Expense (Form 4)	113.71	
(b) Transportation (requests)	1,582.24	
(c) Meals (requests)	221.25	
(d) Lodging (requests)	48.00	
Total soldiers' and sailors' training expense	367,039.14	
Summary:		
Total district office expense	31,278.88	
Total soldiers' and sailors' training expense	367,039.14	
Grand total	398,318.02	
Number of men in training this month (estimated average)	3,531	
Average cost per trainee for this month	$112.80	

MARCH 2, 1920.

Monthly financial statement of district office No. 2 for the month of February, 1920.

	This month.	Last month.
District office expense:		
1. Salaries	$40,392.13	$23,039.05
2. Travel—		
(a) Expense (Form 4)	1,958.41	1,342.20
(b) Transportation (requests)	894.48	
3. Rent	2,973.33	2,718.33
4. Water, light, heat, phone (service), etc	63.04	593.42
5. Stationery and printing	3,091.19	736.05
6. Equipment and supplies	1,653.72	2,561.74
7. Sundries	366.77	
8. Miscellaneous	157.89	288.09
Total district office expense	51,550.96	31,278.88
Soldiers' and sailors' training expense:		
1. Training pay	359,819.90	304,686.15
2. Tuition	58,788.89	52,347.00
3. Training supplies	14,352.65	4,603.59
4. Medical expense, supplies, etc	1,477.88	914.00
5. Miscellaneous (out of $25,000 appropriation)	1,291.59	2,423.20
6. Travel—		
(a) Expense (Form 4)	50.33	113.71
(b) Transportation (requests)	1,570.63	1,582.24
(c) Meals (requests)	199.50	221.25
(d) Lodging (requests)	30.00	48.00
Total soldiers' and sailors' training expense	437,581.37	367,039.14
Summary:		
Total district office expense	51,550.96	31,278.88
Total soldiers' and sailors' training expense	437,581.37	367,039.14
Grand total	489,132.33	398,318.02
Number of men in training this month (estimated average)	4,265	3,531
Average cost per trainee for this month	$114.68	$112.80

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APRIL 1, 1920.

Monthly financial statement of district office No. 2 for the month of March, 1920.

	This month.	Last month.
District office expense:		
1. Salaries	$44,694.96	$40,392.13
2. Travel—		
(a) Expense (Form 4)	1,114.45	1,958.41
(b) Transportation (requests)	738.07	894.48
3. Rent	6,703.33	2,973.33
4. Water, light, heat, phone (service), etc	530.12	63.04
5. Stationery and printing	1,030.83	3,091.19
6. Equipment and supplies	1,579.88	1,653.72
7. Sundries	85.05	366.77
8. Miscellaneous	700.10	157.89
Total district office expense	57,176.79	51,550.96
Soldiers' and sailors' training expense:		
1. Training pay	441,174.58	359,819.90
2. Tuition	57,528.47	58,788.88
3. Training supplies	9,329.73	14,325.65
4. Medical expense, supplies, etc	1,303.40	1,477.88
5. Miscellaneous (out of $25,000 appropriation)	1,662.48	1,291.59
6. Travel—		
(a) Expense (Form 4)	115.89	50.33
(b) Transportation (requests)	1,310.52	1,570.63
(c) Meals (requests)	177.50	199.50
(d) Lodging (requests)	22.00	30.90
Total soldiers' and sailors' training expense	512,624.57	437,581.37
Summary:		
Total district office expense	57,176.79	51,550.96
Total soldiers' and sailors' training expense	512,624.57	437,581.37
Grand total	569,801.36	489,132.33
Number of men in training this month (estimated average)	4,608	4,265
Average cost per trainee for this month	$123.65	$114.68

The CHAIRMAN. Mr. Clark, have you in succinct form the answer to this question, the proportion that is required for overhead in comparison with the number trained?

Mr. CLARK. I should say approximately 10 per cent. It varies from month to month.

The CHAIRMAN. That is, the overhead only amounts to 10 per cent.

Mr. CLARK. I should say that basing it on these figures, the average for the year would be about 10 per cent.

The CHAIRMAN. You have not looked into that, have you?

Mr. CLARK. We have only had this system of bookkeeping installed for the past three months, and here are the three reports which represent the totals.

The CHAIRMAN. What would you say of the statement that $113, for example, is spent to $6 for the student?

Mr. CLARK. Well, of course, here are the figures. It is ridiculous.

The CHAIRMAN. We will examine your figures on that later.

Mr. CLARK. Yes; these can be certified to by the chief clerk. I had him give me these statements when I was leaving last night.

The CHAIRMAN. We will make a further examination on that score after we get your statement.

Mr. CLARK. That is the only statement I care to make formally.

Mr. BRAND. I have a very few questions I would like to ask. In the first place, Mr. Clark, I did not mean to convey the impression, when I made the observation awhile ago in regard to the charges of

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the New York Evening Post about that rental contract, that I had formed any opinion that you were either unfit or dishonest, but what I did mean to say was that it left the matter open for the public to form one of the two conclusions which you referred to in your formal statement which you have delivered, that you were either negligent or careless or indifferent, and therefore unfit for the job, or that you were interested in some way. I suppose the people who know you would absolutely ignore such a charge and become indignant about it?

Mr. CLARK. They were very indignant.

Mr. BRAND. And those who might not know you might form one or the other conclusion and therefore, I felt it very important that you be allowed to make such statement on that subject as you thought proper.

I now want to ask you about Mr. Griffin. Do you know why he was discharged from the service?

Mr. CLARK. I do not. That is a perfectly proper question, I think. to ask the central office representatives when they go on the stand. I met Mr. Griffin just once.

Mr. BRAND. When did you go into the service at the New York office?

Mr. CLARK. Which service?

Mr. BRAND. In the New York office?

Mr. CLARK. The latter part of July.

Mr. BRAND. 1919?

Mr. CLARK. Yes; just at the time Mr. Griffin was leaving.

Mr. BRAND. And you are still in the employ there at the New York office?

Mr. CLARK. Yes, sir.

Mr. BRAND. You are the head of it, I believe, are you not?

Mr. CLARK. Acting district vocational officer.

Mr. BRAND. Now, the charge has been made here repeatedly by witnesses under oath that these boys who apply to the office there for attention were mistreated; that the young ladies in charge and other officers there in charge were indifferent and unsympathetic toward them, and that they are absolutely neglected. I want to know what your statement is in regard to such charges. What is your reply to such evidence as that, Mr. Clark, and what do you know about it?

Mr. CLARK. Well, I ought to know a great deal, having been a very busy bee in that office for eight months. I do not believe that I ever discovered one single, solitary case of intentional neglect. I do not believe there is a single, solitary person in that office who would be anything less than kind. I do want to say this, that the work drives the willing workers so hard that at times it is almost impossible to be as patient as one should be. I think I can say that not infrequently the patience of some of our officers is tried to the limit, but I have never discovered a case of intentional neglect. That there have been cases of neglect I would not deny for one single minute. It would be foolish to think it otherwise in a piece of work so great as this, with so many cases in the office, it would be impossible to think otherwise; but intentional neglect, no.

Mr. BRAND. Now, let us take up the physicians as a class, first. Do you know of any physician who willfully or knowingly neglected or mistreated any of these soldier boys?

Mr. CLARK. Any physician?

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Mr. BRAND. Yes, sir.

Mr. CLARK. Not a single case.

Mr. BRAND. Now, take the officers, as a rule and as a class, do you know of any of those who have willfully or knowingly mistreated them or neglected them?

Mr. CLARK. Never. I am paying particular attention to the form of your question—willfully.

Mr. BRAND. I am cautiously asking the questions. Now, it has been distinctly charged that some of the girls there in the office when the room would be full of boys waiting for attention, would make sport or fun of the boys. Now, what is your answer to that evidence?

Mr. CLARK. My answer to that is this——

Mr. BRAND (interposing). So far as your knowledge goes.

Mr. CLARK. My answer to that is this: When I came into the office as executive manager, I did my level best to improve the clerical personnel. There were lots of very young women there. I tried to raise the standard. Those young women are from the civil service and we can not be held wholly responsible for the character of our civil service employees. I saw a great many things there to correct and a great many things were corrected. It is one constant case of fight to keep the morale of a great office up under any conditions, and under civil service conditions it is very much more difficult than in a great business house where you can hire and fire quickly. There is no question in the world but what in the New York office there have been many things to correct, and a great many things have been corrected.

Mr. BRAND. Do you know of any particular young lady of the clerical force there who purposely intended to insult or make sport of these boys?

Mr. CLARK. I positively do not, because it it had happened the young lady would not have stayed there.

Mr. BRAND. Did you come in contact with the soldier boys when they would come to the office, yourself?

Mr. CLARK. I come in contact not infrequently with cases of men who believe that they have not got full justice.

Mr. BRAND. That is what I am leading up to.

Mr. CLARK. They come to me.

Mr. BRAND. They come to you and make complaint?

Mr. CLARK. Oh, yes; indeed. Not infrequently.

Mr. BRAND. And you would give them an opportunity to come to you?

Mr. CLARK. I would, if others could not take care of them. Any man who undertakes to administer a great office like that and come into personal contact over and over again with young men will fall down in his job before it is four weeks old. That is a big administrative job, sir.

Mr. BRAND. Did you at any time absolutely refuse to see any of these soldier boys who wanted to see you to make a complaint or make any other statement to you?

Mr. CLARK. No, sir; not if the case justified my seeing that man. A man who is in charge of that office has got to be master of his time, otherwise the work will never be done. You can not be all sorts of things, don't you know, and succeed. There is one thing I would

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prefer to do more than anything else in the world, and that is, have my work so arranged that I could come into sympathetic contact with the men.

Mr. BRAND. Then where you can not look after it yourself, you do have men to take care of it for you?

Mr. CLARK. Absolutely. I have two or three specialists who take the very difficult cases that seem to have been mismanaged about which there is griet, and so on, and those men I absolutely trust to do the same thing for those young men that I would do myself.

Mr. BRAND. You have men for that purpose—to hear complaints?

Mr. CLARK. Yes, sir; men who are especially adapted to handle difficult cases where there has been grief or trouble of one sort or another, or apparent neglect or injustice.

Mr. BRAND. Do you know of any——

Mr. CLARK. And I wish I had two or three more.

Mr. BRAND (continuing). Of the clerical force or the physicians or the officers there in charge of that office who have manifested any unsympathetic attitude toward these soldiers boys?

Mr. CLARK. I do not.

Mr. BRAND. What was your business before you went into this service, Mr. Clark?

Mr. CLARK. For 17 years I was in welfare work and educational work—public work.

Mr. BRAND. How old are you?

Mr. CLARK. I think I am 51.

Mr. BRAND. I will be 59 next Tuesday myself.

Mr. CLARK. But I have killed off two or three young men in that office already.

Mr. BRAND. Where were you born?

Mr. CLARK. Wisconsin; Mineral Point, Wis.

Mr. BRAND. Did you make any effort to answer those charges that the New York Evening Post made when they first appeared?

Mr. CLARK. I did not. I have a copy of the telegram here which instructed me to make no answers. I have it here, if it is material.

Mr. BRAND. No. How did you come to receive that telegram?

Mr. CLARK. I telephoned Washington immediately to ask them what their plan was—what their policy was—and I received the instructions over the phone and then a telegram. I also wrote a letter. Very naturally, I wanted to reply, and perhaps very wisely I was instructed not to.

The CHAIRMAN. Mr. Clark, you say you were in welfare work before you took up this service?

Mr. CLARK. Not all of the time, but for 17 years I was in welfare work. I answered that question the way I did for the reason that that related itself to this work more than any other work I have done.

The CHAIRMAN. How were you employed?

Mr. CLARK. I was the head of a settlement house in Boston; I was connected with the City Club in New York, as one of its secretaries; and I was on certain public committees.

The CHAIRMAN. Where were you educated?

Mr. CLARK. I was educated at Harvard University partly and at the Northwestern University for part of the time. I graduated at Harvard.

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The CHAIRMAN. What degree did you take?

Mr. CLARK. I got the degree of A. B.

The CHAIRMAN. When did you go into welfare work?

Mr. CLARK. I got into welfare work immediately after I came out of Harvard.

The CHAIRMAN. What was the character of that work?

Mr. CLARK. For instance, in the first position I had as head of an institution, it was educational and social work, and in this particular organization I developed 33 distinct courses from the kindergarten up to trade classes for men and women.

The CHAIRMAN. What is the name of the institution you were the head of?

Mr. CLARK. The Lincoln House.

The CHAIRMAN. The Lincoln House?

Mr. CLARK. Yes, sir; it still exists.

The CHAIRMAN. Where is that?

Mr. CLARK. Boston. I also started a school for social workers there, and I think it was taken over subsequently by Simmons College. I am not quite sure about that. It was taken over later on by some institution. I was secretary of the University Extension Society at that time and, as I say, was interested in all sorts of philanthropic and social work.

The CHAIRMAN. Was your work anything like the work at the Hull House in Chicago?

Mr. CLARK. Yes, sir; I stopped with Miss Addams at the Hull House for a while, as I did with Stanton Coy at the University Settlement. He was the organizer of the University Settlement and is now in London.

The CHAIRMAN. Was that anything like the work done at the Commons at Chicago?

Mr. CLARK. Oh, yes; I was at the Commons with Dr. ——

The CHAIRMAN. Dr. Graham Taylor?

Mr. CLARK. Yes; Graham Taylor. His son also was interested in the work at that time.

The CHAIRMAN. You were doing this for 17 years?

Mr. CLARK. I was doing this for about 15 years and a little more. I included in the 17 years my year and a half of service in France.

The CHAIRMAN. What was your particular work in France?

Mr. CLARK. I went over there as a Y. M. C. A. secretary and remained in that work for eight months. Some of my friends who were in Paris in charge of certain bureaus of the American Red Cross asked me to see if a transfer could not be made, because they wanted to have me do certain special work. That was arranged most amicably, and I then became an officer in the American Red Cross, and in the center of France I had one department with about 20,000 refugees under me, and then later I was given the whole northeast of France for civilian relief, and had, I think, about 200,000 refugees to care for, or to try to care for, and about 26 warehouses. This included Alsace and Lorraine. That work took me five months.

Mr. PLATT. How long were you in the Red Cross work?

Mr. CLARK. About 11 months.

Mr. PLATT. That carried you down to a period some time after the war was over?

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Mr. CLARK. Yes; until I returned from France, in June, and I entered this service in July.

Mr. PLATT. You had only been back from France then when you entered this service?

Mr. CLARK. Yes, sir; as I stated in my paper, the opportunity came and it was really a continuation of my service abroad.

Mr. PLATT. Had you considerable acquaintance with the wounded soldiers while you were in France?

Mr. CLARK. When I was in the center of France, at Moulens, there were two great base hospitals, one at Vichy and one at Mars; one was 55 kilometers away and one was 45 kilometers. Capt. Carter, ex-governor of the Hawaiian Islands, was in charge of the Red Cross work at Mars, and I used to see him. He took me up there one day and said that his boys did not have any comfort kits and they were being evacuated without comfort kits, and wanted to see if I could not do something to make them comfort kits. He had to have 5,000 a week. So I organized these refugees and paid them 6½ francs a day and inside of eight days I was turning out 5,000 a week. I got acquainted with his boys. I went to Vichy occasionally on Sundays. It was the duty of the French hospital at headquarters to inform me if any American soldiers were brought there. I frequently went to the hospital to see our American soldiers that were put off the train at Moulens and who needed the services of an American. The men were going through there all the time, and while I was in this French work I was constantly doing work for the American soldiers.

Mr. PLATT. Was any work being done in France then with regard to informing wounded American soldiers of the possibilities of reeducation under the vocational board?

Mr. CLARK. During all the time I was there I did not come across a single fact or bit of information, don't you know, in regard to this plan that was being developed, the history of which I have since learned about.

Mr. PLATT. When you returned from France, then, within a couple of months you entered the New York office and began the work you are now engaged upon.

Mr. CLARK. I think within about a month from the time I returned I was sent to the New York office. I came here to Washington and was introduced to Dr. Smith and Dr. Prosser, and Col. Crawford, and two or three others, and put through a course of questions and so on. and they made me an offer to go to the New York office, and I went there in the latter part of July as executive manager, and subsequently, that title, as I have stated in my formal statement, was changed to Assistant D. V. O. I was working as executive manager and Assistant D. V. O. when I was appointed Acting D. V. O.

Mr. PLATT. Then you have been in a position ever since you have been there to know more or less of the details and the policy of the office from the beginning?

Mr. CLARK. Not from the beginning; oh, no.

Mr. PLATT. I mean from the time you first entered the office?

Mr. CLARK. I think it is fair to say yes to that.

Mr. PLATT. Has the work of the office been constantly increasing; I mean the number of men coming in, increasing all the time, and are the registrations still increasing?

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Mr. CLARK. It is increasing. I will not say it is increasing with the same degree of rapidity that it was six months ago, but we are always having new men coming in, and with this recent campaign which we are making in the North, using all sorts of publicity and cooperating with welfare societies to bring to our attention men we have not already got contract with, I think we are going to have a great many new cases. Then there is a certain form, called 553, of the Bureau of War Risk Insurance, evidence of a man receiving compensation, and we are getting those. I think the office received 15,500 a very short time ago. Those are being classified in comparison with our card index and we will discover several thousand new cases in that way. Each man will be entitled to at least section 3 training and possibly section 2 training. Now, with that new source, the burden of the New York office is going to grow.

Mr. PLATT. Have you gone far enough in classifying these new forms to know whether or not any considerable number of those men were entirely ignorant of their rights, under the law, as to training.

Mr. CLARK. I do not believe we have got far enough along to determine that. We are just handling those cards now. They came when we were moving to the new offices.

Mr. PLATT. Suppose you find men, for instance, who were entitled to class 3 training and they are already at satisfactory work, what sort of argument do you make them?

Mr. CLARK. If they are already at satisfactory work, there is only one kind of section 3 training you can offer them, and that is some night school or some evening course, or some correspondence course, if he is absolutely satisfactorily placed.

Mr. PLATT. Take men who are entitled to training with pay, are a considerable number of those men found at work?

Mr. CLARK. Yes; I think that is very true; quite a number are found at work. I presume that is the explanation of the fact—the biggest single explanation of the fact—that there are a number of men approved for section 2 training who have not entered section 2 training. In other words, it is an individual problem with the man, "Shall I leave the present position I have, which is satisfactory and where there are possibilities and great possibilities, and take this training with pay, or shall I not?" There is a personal equation that enters in there.

Mr. PLATT. Of such men who perhaps decide to go into training, what proportion give it up after they start and do not carry it through?

Mr. CLARK. I can not tell you positively, but about 10 per cent have entered training, or something less than 10 per cent have entered training and have given it up, but that includes men who were unfit to carry on, on account of some disability.

Mr. PLATT. Would that be a large percentage in comparison with the number of boys who have started in college, for instance?

Mr. CLARK. It strikes me not.

Mr. PLATT. And they are under entirely different conditions.

Mr. CLARK. Quite different.

Mr. PLATT. Many of them can get positions and have not been to school for a long time. It does not strike me that is a large percentage.

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Mr. CLARK. And that includes——

Mr. PLATT (interposing). That includes men in placement.

Mr. CLARK. It also includes men who have had to drop out because they were unfit to carry on. It includes men who had to go to the hospitals, and so on. I think 10 per cent will a little more than cover the total number that have dropped out.

Mr. PLATT. Could you make any estimate as to how many have had to drop out on account of physical disability?

Mr. CLARK. I would much prefer to send that accurately. I think it can be computed, and I should much prefer to send that answer accurately to the committee, if you so desire.

The CHAIRMAN. We will be very glad to have you do that.

Mr. CLARK. When you deal with statistics you are dealing with something you really ought to be accurate on.

Mr. PLATT. I think it would be valuable to have that.

Mr. CLARK. I will make a note of that. May I have that question over again so I may be quite sure to give you a proper answer.?

Mr. PLATT. What percentage of men who give up training after having entered upon it because of physical disability?

Mr. CLARK. You must understand that a man must have to give up training sometimes for a month or two months or three months to go to the hospital for an operation or to rest up and then he returns, and so on.

The CHAIRMAN. Mr. Lamkin has a statement to make.

Mr. LAMKIN. We have run that down as to the discontinuances and can give you the exact percentages on that.

Mr. PLATT. Where boys have been placed in courses for which they are not fitted, for instances, where a high school education was required, and they did not have more than a fifth grade or a sixth grade education, whose fault is that? Is it due to the ambition of the boys, yielding to their statements of what they want, or is it due to bad judgment on the part of the board.

Mr. CLARK. I think it is a combination. It is not infrequently a combination of eagerness on the part of the young man to do something that he is really not fitted to do on his part, and lack of judgment on his part and lack of knowledge and great eagerness and ambitions, and on the part of the adviser listening to the young man's appeal of ambition, and perhaps giving in and not using the best judgment. Now, those things are cropping up all the time. We have a great many changes in courses due partly to the young man changing his mind so radically that you have got to change his course, and due partly to the fact that the best judgment possible, perhaps, was not made, and that a bad judgment was made, and there was only one thing to do, to make the change in the interests of the young man. There is a certain amount of experimentation too, due to all of these facts, that I think is legitimate. There are certain mistakes which have been made which I think are due to the bad judgment of the adviser, but please remember that the task of advising these young men calls for the wisdom of a Solomon.

Mr. PLATT. We believe that in some cases.

Mr. CLARK. You have to be human in your judgments. If you have had sons and have attempted to advise them and they have not been entirely easy cases, you will appreciate just exactly what

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these poor advisers are up against, and also remember the statements I made in my written statement that you have got the war risk clogged up with a great many very difficult cases. There are a great many young men extremely difficult to advise. Their nerves are shot to pieces. I will venture to say that I can select 10 men from the list and the wisest man among you can give up all his work for a year and can find it very difficult to satisfactorily solve these 10 problems represented by these 10 men.

Mr. PLATT. When the men have completed their training and gone to work, do they hold their jobs; are they satisfied to stick to them?

Mr. CLARK. We have not had enough men in complete training yet and placed them to disclose that at all. That question is going to be a case of the personal equation. Some of these young men are going to take full advantage of their opportunities. They are going to be successful and then before we have a chance to place them, before their education is completed and their course is terminated, their ambition will carry them out to find their own jobs and place themselves.

Mr. PLATT. There is no doubt of that.

Mr. CLARK. That is, the ambitious ones can do that.

Mr. PLATT. In assigning men into courses of training, is the probability of securing employment in the vocations for which they are being trained taken into consideration as well as the adaptability of men being trained?

Mr. CLARK. It is always taken into consideration. Of course, there is a great deal of broad nice judgment that comes in there, but it is always being taken into consideration.

Mr. PLATT. In placing men who take mechanical trades, is unionism or nonunionism considered; is the question of allowing union or nonunion men considered?

Mr. CLARK. It positively has to be considered. Arrangements have to be made with the various unions so that this work can be done, otherwise you are in trouble and I think justly so.

Mr. PLATT. There are always open shops where men can be placed that do not belong to unions?

Mr. CLARK. Yes. There again is a question for a great deal of wisdom and whether we are solving it in the New York office in the right way or not is a matter that is open to criticism. I think we are. It is a question of judgment. It is a question of policy.

Mr. PLATT. So far as your observation goes, what is the chief source of dissatisfaction among the soldiers? Is it delay or the way that they have been placed in courses they have been put in?

Mr. CLARK. You know something about the load we have and the number of men we have to handle that load?

Mr. PLATT. We have had a great deal of testimony on that.

Mr. CLARK. I think that it is perfectly natural for a young man who is an applicant for training to be impatient unless his training is given him very rapidly. You have already considered something of the problem of advisement. You made the law. You know that the application of the law not infrequently causes it in a great many border-line cases. The rule of our office absolutely and beyond any question gives the benefit of doubt to the man. But nevertheless there is a big cause of delay. It is a numerous office. It is a large office. We have, including transferred cases and prospective cases

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and new cases, probably 50,000 folders. Just to handle that, to get the result out and get it out quickly, with the problem as I have stated and the number that I have stated, it is an enormous job, and inevitably there are going to be cases of apparent neglect, naturally. It is a whale of a job to get it done physically. You know that each folder has got to contain certain evidence. You pass on that case in accordance with the law. That is the reason I have stated to the men over and over again, treat that folder with absolute respect. That is all legal evidence.

Mr. PLATT. You say that the delays, which in many cases are inevitable and unavoidable, are probably the chief cause of complaint among the soldiers?

Mr. CLARK. I think so, and I think so naturally.

Mr. PLATT. Is any great percentage of them dissatisfied with the courses in which they are placed?

Mr. CLARK. I should say a very small percentage, and that small percentage is very noisy.

The CHAIRMAN. I was interrupted and called away. I was getting to the angle of your qualifications for this work, and you were stating that your experience had been in welfare work.

Mr. CLARK. Mr. Chairman, it is only fair to me to say that I am not in any manner, shape, or form trying to defend myself as to my qualifications for the work, because, if you will recall, in my opening statement, I made the statement that I did not seek the appointment; that the board had ample opportunity to study my qualifications as I had been six months executive manager and asistant D. V. O.

The CHAIRMAN. We have all that in the record. My concern is information for my own judgment.

Mr. CLARK. Exactly.

The CHAIRMAN. I am not trying to get what you think. I am trying to get facts upon which I can base my conclusions.

Mr. CLARK. Exactly.

The CHAIRMAN. What was the character of the people that you came in contact with in welfare work?

Mr. CLARK. It represented all sorts and conditions of young men.

The CHAIRMAN. Unfortunate men, were they?

Mr. CLARK. All sorts, particularly in New York; I organized there, for instance, the settlement association which had at one time some 10,000 members.

The CHAIRMAN. How was that institution supported?

Mr. CLARK. The institution, in both instances, the two institutions of which I was the head, were supported by gifts, subsidized.

The CHAIRMAN. The character of the work necessitated a sympathetic element always?

Mr. CLARK. Decidedly.

The CHAIRMAN. What was your work, coming in contact with these people, clerical work or executive work?

Mr. CLARK. It was executive work, coming into contact with these young men constantly. For instance, as I stated to you, in the institution in Boston of which I was the head, I developed it and organized it from the beginning; we had 33 distinct handworking courses based on the kindergarten which led up to actual trade classes for men and women.

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The CHAIRMAN. In your work of that kind, did that lead you to come into personal contact with individual cases?

Mr. CLARK. Not in probably every instance; but it permitted me to come in contact. I remember they had a vacation house and I was identified with that personally.

The CHAIRMAN. What amount of intelligent sympathy would be required to successfully carry on settlement work? Would you make the distinction between pity and sympathy?

Mr. CLARK. Decidedly so. If I recall, I said that a man should be equipped with the sympathy of a good family doctor. There is a very great difference between one sort of sympathy and another sort of sympathy. One sort of sympathy is purely sloppy and does not get you anywhere, and another sort of sympathy enables you to get at the heart of the problem.

The CHAIRMAN. Sympathy is one thing and pity is an entirely different thing.

Mr. CLARK. Quite so.

The CHAIRMAN. While the attitude of pity probably would be inexcusable, the attitude of constructive sympathy is absolutely necessary. What I am trying to get at is the attitude of the man that comes in contact with the unfortunate as to whether it is a matter of pity or sympathy?

Mr. CLARK. Will you let me tell you one little story to show you exactly my meaning? When I was in camp right near Nancy in the spring of 1918 they were building, that is, the two squadrons were building, a big bombing station, in about 500 acres of woods and the roads were being put through there, macadamized roads and they had to quarry the rock in order to do this, and they were trying to rush the job along. It rained seven weeks except two days. There was one young man there who had a master's degree from the Boston Institute of Technology, and they were quarrying, and he came to me; he was the only son, full of pride, and was all wrought up, and told me that he was just going to commit suicide, and that sort of thing. I did not sympathize with him a bit; I gave him the devil, and just told him he was yellow. I tried to bite in and get that courage started. I succeeded in doing it. We were very good friends. Later on I was able to say a lot of different things, a lot of gentler things in a sympathetic way, and so on, but the only thing that that man needed at that time was that [indicating], and he got it.

The CHAIRMAN. Would you say that the same treatment should be accorded to the cases that would come to the board for rehabilitation?

Mr. CLARK. I should say that the one great big duty of every man given the responsibility of helping to rehabilitate these young men is to do his duty as he sees it, and to get down to something in the young man that represents the rock upon which to build.

The CHAIRMAN. That is so, if he sees the light.

Mr. CLARK. That is valid sympathy, along the right line, to get down to bed rock somewhere even if you say things, for the moment, unsympathetic, possibly, that finally lands on bed rock and you can help him in his foundations, help him to build up. I did that in that instance.

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The CHAIRMAN. That will be sufficient. I take it from what you say that that attitude would sometimes have to be used in the New York office. Do you know of Mr. Whitney, who was an adviser?

Mr. CLARK. Yes.

The CHAIRMAN. Were you close enough to him to know his attitude toward the men—whether it was sympathetic or otherwise?

Mr. CLARK. I presume that I certainly was close enough to him to form an opinion.

The CHAIRMAN. What would you say as to a statement of this sort from Mr. Whitney to an applicant for training when it was said to him, "You do not understand the psychology of the soldier." The answer was, "No, thank God; and I hope I never shall."

Mr. CLARK. From what I know of Mr. Whitney I should have to have a great deal of supporting proof to believe that he said it.

The CHAIRMAN. This was said to a party who was here and testified under oath.

Mr. CLARK. I still maintain I should like to have considerable supporting proof before I would believe that Mr. Whitney said that.

The CHAIRMAN. Do you give the committee to understand that you do not justify that statement, if they did say it?

Mr. CLARK. I do not know who made that statement, so I can speak very impersonally.

The CHAIRMAN. You would not justify such a statement as that?

Mr. CLARK. Absolutely not.

The CHAIRMAN. Do you know Mr. Ward?

Mr. CLARK. Who?

The CHAIRMAN. A Mr. Ward.

Mr. CLARK. I think I begin to understand now. I think I was here when this testimony was given. The name was not Ward. There was no Ward that I recall, no man of the name of Ward that I recall employed in the office.

The CHAIRMAN. Do you know a Mr. Wirt?

Mr. CLARK. Yes.

The CHAIRMAN. What were these men, what relationship had they to the board?

Mr. CLARK. Mr. Wirt was placement officer and an assistant placement officer. He is no longer in the service. Mr. Whitney was a training officer and this other gentleman, I do not know of any such person as Mr. Ward.

The CHAIRMAN. You were sufficiently close in personal contact in that office to know if any mistreatment was accorded to men, would you not be?

Mr. CLARK. If it was a habit of any man to in any way, shape, or form mistreat the applicant for training, I would know about it. Quite possibly some little incident might pass my notice. You can readily see that it would be so.

The CHAIRMAN. A man comes in and gives his history, and so on to a girl, as he gives it within her hearing, and she makes sport of it. Would you tolerate that, if under your observation?

Mr. CLARK. Absolutely not.

The CHAIRMAN. It has been stated here that such was done.

Mr. CLARK. The one thing over and over again so far as it is within the power of any man at the head, is to listen courteously. For instance, there are a great many times when a great many men

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write from time to time most vitriolic letters in regard to their cases, and they are addressed to some training officer and I have always said there is just one form of reply, which is just simply a courteous reply, trying to manage the matter and get it straightened out.

The CHAIRMAN. What is the basis of the quite cumulative testimony here that the soldier was looked upon with more or less charity by the New York office?

Mr. CLARK. I do not know whether that testimony was gotten, but I know it is wrong. If you really wanted to go to the bottom of this or any of the things I am afraid you would have to call the different officers of the station and go to the New York office and make an examination. I think that would show if things were wrong.

The CHAIRMAN. I think you will find the attitude was one of charity.

Mr. CLARK. Absolutely not. These men have been taught that they have certain rights presumably under the law. It is a question of certain evidence to show just what their rights are and to show what their rights and their idea of their rights are, has been a very prominent idea of the office.

The CHAIRMAN. I heard one piece of testimony that I happen to know about where I know that a conclusion of that sort was drawn, and it is perfectly ridiculous.

Suppose, if I, a disabled soldier, should have an interview with you as head of the New York office and was not satisfied with the treatment I had been accorded. It might have been that I had been there two or three different times and I waited and I would make a demand on you as an enlisted man, asserting a good claim, that I had rights under the law, and I wanted a definite statement and wanted adjustment at once. How would you treat me under those circumstances?

Mr. CLARK. You would get an absolute hearing. Mr. Chairman, I have got two men attached to my office now, both of whom are absolutely competent to take up a matter of that sort, whose judgment and sympathy are such as to make them entirely competent, whose knowledge of the law is such as to make them entirely competent, and ordinary cases of that kind are sent to them, for the reason that my job is a big administrative job, and if they are not entirely satisfied they can come to me, and have come to me over and over and over again, and adjustments of that kind have been made. Young men have come into my office all fussed up and have gone out smoothed down and their case has been straightened out to their satisfaction in numbers of cases.

The CHAIRMAN. It really would take a big man under those circumstances to treat the man as he ought to be, because that would seem to be more or less demanding.

Mr. CLARK. Absolutely.

The CHAIRMAN. A man has to be a pretty broad-minded man not to himself lose his temper and to do the right thing, and I can imagine just such a thing would occur a great many times with service men.

Mr. CLARK. It does.

The CHAIRMAN. There would be some occasion, I should judge, if the man was not very well balanced, if he was not severely trained to discipline himself, when he might not do the right thing under those circumstances. I think it would be very difficult for me to do it.

The committee will have to adjourn until 2 o'clock, and, Mr. Clark, we want you to resume the witness stand at 2 o'clock.

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AFTER RECESS.

The committee reassembled, pursuant to the taking of recess, at 2 o'clock p. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. The committee will come to order. Mr. Clark, will you please take the witness stand?

STATEMENT OF MR. WILLIAM A. CLARK—Resumed.

The CHAIRMAN. When we were interrupted by the noon recess, we were in the midst of a series of questions tending to ascertain the attitude of the officers toward the disabled man.

Would you state for the record again what was the general attitude toward the disabled soldiers, as it would be displayed toward the men and who had been at the office at various times about his inability to get final statements as to what he could do?

Mr. CLARK. I am giving you this statement from my own observation of the men and the various and sundry reactions under various situations that arise in the bulk of the daily work. I think that in most cases the officers in the New York office are patient and sympathetic and very desirous of doing everything that they possibly can for the disabled soldiers that come there. As I told you this morning, there are a great many cases that we have which are extremely difficult to solve. The mere burden of the work itself is perfectly tremendous. The patience of the men there is tried, but in the main I think the attitude of very nearly every officer there is the attitude of a thoroughly sympathetic man who fully appreciates that this is a great service and has got something of the enthusiasm of it and is really and truly trying to do his best.

The CHAIRMAN. Would the best that he tried to do measure up to what ought to be done?

Mr. CLARK. I think the best man, and I have a picture right this minute of the best man in the office, the man that I think has the best wisdom and information, I have his picture in mind. I think that even he at times is tried, his patience is tried, but I think that particular man not infrequently, as all of these men in this work, feels that they have not enough wisdom, enough patience, enough of this thing so much of which is required to do a really good job. Do I make myself perfectly clear on that? The best men are the humblest men in this work.

The CHAIRMAN. I take it that from what you say the best man may not be able to satisfy all conditions?

Mr. CLARK. Nothing could be said more truly.

The CHAIRMAN. What is the character of the service rendered by your ability to secure the men? Have you the best men that could be found?

Mr. CLARK. I think that we have when you consider the conditions under which they are employed. I think we have an unusually fine class of men.

The CHAIRMAN. Are you satisfied with the men?

Mr. CLARK. I can answer very promptly yes, as I stated in the case of the individual, the individual himself, feels the best man—the man that is really doing everything needed and is really well equipped when he undertakes to do this thing that has to be done, which is so

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difficult and requires so much wisdom that I think he feels, as I say, humble. If I am asked as manager, this question, "Are you satisfied with that man——

The CHAIRMAN (interposing). That is what I mean.

Mr. CLARK. I am satisfied with the men that we have got in the main, when you consider how they are brought to us, under what conditions they are employed.

The CHAIRMAN. What control have you over the men?

Mr. CLARK. These men largely come to us from the civil-service lists. They are sent to us and we make the best of the situation consistently with the operation; and they are called upon first to exercise diplomacy and in various and sundry ways by instilling enthusiasm to get the best out of the men that he has.

The CHAIRMAN. If anything would occur in the office that is not justified under the circumstances, do you have the power to correct it?

Mr. CLARK. I presume theoretically I have. Really, it is extremely difficult to use drastic power in the sense of getting rid of the man, and if you do feel that the facts justify it, why, again, that requires time, and it is difficult because formal charges have to be made and proven. You can not do injustice.

The CHAIRMAN. Are you held responsible by the board for the effectiveness of the work under you or does that responsibility go direct to the board?

Mr. CLARK. Yes, sir; I am held responsible for the work of the New York office and of the New York district.

The CHAIRMAN. How many men have you under you?

Mr. CLARK. I am not prepared with the exact figures.

The CHAIRMAN. Can you give that later on?

Mr. CLARK. I will give that exactly later on. It varies, but I prefer to be entirely accurate in it.

The CHAIRMAN. If you please, we want it for the record.

Mr. CLARK. Exactly. I will give you the figures of the employees, including staff of officers.

The CHAIRMAN. What I am now driving at is that I want to get the organization of the office as to the number of men under or subject to you, and you can give those figures when you have them.

Mr. CLARK. I can give them, of course, approximately, but I would prefer to give them with absolute accuracy.

The CHAIRMAN. All right. We have had quite a number of witnesses here who have testified along the general line with the delay in finding a status so that when they went away they knew exactly what to do. There has been mention of dissatisfaction expressed here during the investigations along that line. I presume you have read the testimony and you have heard some of it. What can you say about that?

Mr. CLARK. Unquestionably, there has been delay in a great many cases. I would not attempt to deny it. It is an incident of a great piece of work. The procedure now, I am perfectly willing to go on record on this, should eliminate except in a few sporadic cases, and that is inevitable in a great office, should eliminate any unnecessary delay.

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The CHAIRMAN. Is that delay that appears to you under the organization inevitable, could that be avoided by the reorganization of the office?

Mr. CLARK. I think--and that is the reason I really believe it is profitable to your inquiry, to speak of the present—I think under present arrangements the district office has now sufficient power so that the work of deciding upon cases and placing men in training, assuming that the opportunities are open and may not be delayed until next fall, the courses open in the fall, and so on, I think there is no reason now why the district may not speed up that work and give men an answer, those who are eligible for section 3 training be given that training and helped in all sorts of ways to understand what it all means and those who are not under the law entitled to training, give them that definite answer with a reason for such decision. I think now the district office has a sufficient power so that this work can be speeded up.

The CHAIRMAN. I take it by that answer that there was delay, and it was, at least, partially due to a lack of authority to make final decisions in the New York office?

Mr. CLARK. There is no question in the world but that is one reason. That is a thing of the past.

The CHAIRMAN. That has been removed, has it?

Mr. CLARK. That has been removed, and then there is another reason. The cases which are prepared for the central office were sometimes not properly prepared, and it is only fair to my own headquarters to state that the dealy was partly due to the fact that those cases were not properly prepared.

The CHAIRMAN. Who is responsible for that?

Mr. CLARK. In that case, the district office.

The CHAIRMAN. The district office?

Mr. CLARK. Absolutely. Under present arrangements the whole situation is changed. A man who represents the central office is there. We have three now in District No. 2.

The CHAIRMAN. Under whom is the placement officer?

Mr. CLARK. The placement officer—you mean the supervisor of placement section?

The CHAIRMAN. Yes.

Mr. CLARK. Under the D. V. B.

The CHAIRMAN. Under you?

Mr. CLARK. Under me.

The CHAIRMAN. What about making the Botanical Gardens--a sort of dumping ground for men?

Mr. CLARK. I do not believe that is a correct term by any stretch of the imagination.

The CHAIRMAN. Was it true that men were placed at that school as a training station that could not take the work?

Mr. CLARK. I do not think that is true generally. In one or two cases they may have been placed there because it was very difficult to know just what to do with those men at the particular time. Some of the men were not very well, and I believe that they were placed there biding the time when suitable training could be furnished them.

The CHAIRMAN. So there is some basis for that complaint that there were a great many there that were not satisfied?

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Mr. CLARK. I am telling you very frankly, Mr. Chairman, that the history of that particular school does not wholly please me, and I have been taking measures recently to see that it is wholly changed.

The CHAIRMAN. We had a witness who gave us 27 names.

Mr. CLARK. I was here when the witness gave them. You will find that some of the men, I think, that were named were men who had already been placed and whom this gentleman said had not been placed.

The CHAIRMAN. Is it a general complaint that men are placed in schools that they are not fitted to enter? We have had a great deal of testimony not confined to the Botanical Gardens but at other schools.

Mr. CLARK. No; I think that as a general statement would be entirely erroneous.

The CHAIRMAN. How much leeway do you give to the applicant as to the place or character of the work that he is to do?

Mr. CLARK. That is the foundation. That is part of the foundation that we are looking for, Mr. Chairman, and which all of our advisers are taught to look for, testimony to the contrary notwithstanding. First of all, you want to try to find out what the man wants and then you want to find out his industrial history, his educational history, and see what he wants is wise, but naturally you can not expect a man to work enthusiastically and train him enthusiastically unless he is interested, and you want to establish and get at the facts of interest right away.

The CHAIRMAN. I am asking these questions not so much as the chairman of the committee as I am as an officer of a college that has much to do with advising young men. I realize that it is not infrequent that some one wants to do something that I think they are entirely unfitted to do. The question now comes whether the disabled man who is a more matured man than the college man, the question will be, how far are you to respect his desire for training in this particular, whether you should be the final judge in the matter, or whether you should leave him to be. What is your view as to your duty there?

Mr. CLARK. I have very definite views about it. First, we all find out what the man wants. If it is possible at all there is a study of his industrial history and previous education, to give him that by all means, give it to him, and there should be very specific and convincing reasons to the contrary, not to give him what he wants. On the other hand, you are not doing your duty by the man if you do not take into consideration his real welfare and advise him against the thing that he wants, if you really feel very much convinced it is not the wisest thing for him. You can not be weak about a thing of that kind.

The CHAIRMAN. Realizing the necessity of exercising that authority, how do you account for the numerous cases that have come to the attention of the committee where a man went into a line of work under the advisement of the board and then was changed and put into some other and then still some other? There evidently were mistakes made there. What is the basis for these errors?

Mr. CLARK. Possibly, in some instances, the advisor gave in too easily to the wishes of the applicant. Perhaps, in some instances the advisor undertook to be Divine Providence for the young man and

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made a mistake. Sometimes it is a combination of the two. I do not believe it is possible to generalize.

The CHAIRMAN. This might have something to do with it after he entered, some ailment that might have developed that goes back to the service, which would incapacitate him to do that particular work that he might have been able to do when he started. I can see that.

Mr. CLARK. That is always, you understand, Mr. Chairman, necessary. Every case must have the O. K. of the physician before we can put him into training or into particular courses. The doctor must O. K. that.

The CHAIRMAN. I can see the possibility of that mistake. But here is one I can not understand. How can you explain a fellow whose prevocational work and whose training before he went into the service, where he had only been in the fourth or fifth grade at school—that where he was of that sparse ability—they put him at work that he could not enter at all? He was not equipped. His requirements were not sufficient.

Mr. CLARK. There is one thing, Mr. Chairman, I am going to be perfectly frank in all of my answers. I am here to serve you.

The CHAIRMAN. We are assuming you are.

Mr. CLARK. I am not on the defensive and I do not feel on the defensive. There is one cardinal rule of the office, and that is that you may not do anything with the young man, may not determine anything, until you get his folder, and that is the reason why I say to all of our officers, do not even hold a conversation with him unless you put a memorandum of the conversation in the folder, so that in order to answer intelligently on any particular case I would want to get that particular man's folder and look into the history of his case. It is extremely difficult to talk in abstractions about this work. Now, as an abstraction, and assuming that your statement of the case is a statement of a definite case and of something that definitely happens, I should say it is indefensible, but should I want to hedge just the way I have otherwise I might answer wrongly.

The CHAIRMAN. I think that speaking for myself that there have come before the committee some cases where there were egregious blunders; I am convinced that there was.

Mr. CLARK. Mr. Chairman, I have found them myself.

The CHAIRMAN. What about the willingness or unwillingness to extend the sick leave of a disabled man who was in training?

Mr. CLARK. Under our rules and regulations we give a young man 30 days' sick leave, and if there is justification for it extend that a little longer. If it is to be prolonged leave, then his case is severed and he becomes a ward of the War Risk Insurance Bureau. He is paid by the War Risk Insurance. That is a regulation, you understand, Mr. Chairman.

The CHAIRMAN. I understand that. You were attached to the office in January, did you say?

Mr. CLARK. I became acting district vocational officer the middle of January of this year.

The CHAIRMAN. That was after the war-risk insurance amendment to the bill?

Mr. CLARK. Yes.

The CHAIRMAN. Were you in the office prior to July in any capacity July of last year?

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Mr. CLARK. No, as I stated this morning, I came back from France in June and within a month I became executive officer of the New York office.

The CHAIRMAN. What financial authority have you for adjusting accounts for the board in New York?

Mr. CLARK. Of course, all purchases are made, and all bills are incurred under very definite regulations, and all accounts are paid in central office headquarters.

The CHAIRMAN. Does the office in New York have an account with Columbia University?

Mr. CLARK. Yes.

The CHAIRMAN. What about the liquidation of those bills?

Mr. CLARK. There may be specific questions that you are proposing to ask me that I would like to have very specific information before answering.

The CHAIRMAN. We have had testimony that the obligations of the board to the university were not satisfied, and also the obligations with the bookstore.

Mr. CLARK. May I make one general statement that I think will cover most of those matters? There was in the past delay in the matter of payment of bills. Sometimes it was the fault of the district office; sometimes we thought it was the fault of the central office. At any event these payments in many cases were slow. If you will remember what I said about a particular man, I am afraid I will again have to ask you to reflect that it is impossible to generalize on any particular accounts; you will have to have these accounts scrutinized, the history of this account, and get a scrutiny in connection with this account before you can say as to whether there was negligence or not. I think possibly there might be just criticism urged some months ago against the board for slowness in paying bills.

The CHAIRMAN. Are there not some bills unpaid yet?

Mr. CLARK. There are very few old bills that are not paid now, as far as I can tell you this afternoon. I think that is correct.

The CHAIRMAN. What would you mean by old bills unpaid? Is that a suggestion that it is the habit of the board to let bills become old?

Mr. CLARK. No; it is not; but there are certain bills that have not been paid, probably for reasons.

The CHAIRMAN. Why not?

Mr. CLARK. A moment ago you spoke about Columbia Bookstore. I can not give you precise information, but I can tell you this, that Columbia Bookstore had the reputation of issuing supplies without proper orders; in other words, there was no authority when the bill was sent in for me to pay that bill. Of course, you are perfectly familiar with Government regulations for the payment of bills. Therefore, in that instance, I think that delay was largely a matter of the fault of the bookseller himself. At the present time, for the last two or three months, there has been a very noticeable improvement in the matter of payment of bills, and we are beginning to feel considerable confidence now that if we do our part and send in the bills to the central office that it is a very short time that the bills will come back and the checks will go back. The bills will be paid.

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The CHAIRMAN. I was thinking, Mr. Clark, that one of the most commended requirements would be immediate adjustment of accounts. I do not understand why the bills that were made and sought to be collected and no answer being given, people applying to the office and can not see a responsible man, such as was testified here under oath, that that should not at all be tolerated. I do not understand why such a situation should exist, if it did.

Mr. CLARK. I do not know the particular person you are talking about.

The CHAIRMAN. Mr. Hartog was one of the men who testified along that line.

Mr. CLARK. I see. I can furnish you the exact information about this gentleman, if you so desire. It would be rather difficult for me this afternoon, without the precise information, to answer you.

The CHAIRMAN. I am not caring about him. I am concerned about the facts in the transaction.

Mr. CLARK. He did not come to see me. Every now and then men are bringing their bills to my attention, and they are receiving absolutely courteous treatment.

The CHAIRMAN. Do you know of Mr. H. F. Dolan?

Mr. CLARK. Yes, sir.

The CHAIRMAN. Who is he?

Mr. CLARK. He is disbursing officer.

The CHAIRMAN. Where is he?

Mr. CLARK. At central office.

The CHAIRMAN. Here in Washington?

Mr. CLARK. Yes.

The CHAIRMAN. Do you know Dr. Samuel Tracy?

Mr. CLARK. Yes. Dr. Tracy is a member of the medical staff of our district.

The CHAIRMAN. Has he ever complained to you of inability to collect what is due him?

Mr. CLARK. I do not recall that he came to me. There are so many that do come to me for various and sundry things.

The CHAIRMAN. Do many come to you complaining of inability to collect what is due them?

Mr. CLARK. There are a number that have come to me, and, as I stated, when you get to the bottom, it not infrequently occurs that the mistake has been made by the person rendering the bill. It takes time to get the mistake located and it takes time to have it readjusted. That, I think, explains a great many delays.

The CHAIRMAN. Do you know what the rules are for the adjustment of the pay of these various men like Dr. Tracy that would be employed by you? Is it monthly or per diem?

Mr. CLARK. It is monthly. There are various arrangements made with the medical officers, and some of them are on the Public Health Service pay roll at the present time and are loaned to us; some are on our own pay rolls. Unless I had every folder I would not be able to tell you anything about a particular man.

The CHAIRMAN. You testified, or rather made the statement, at first about the rental dispute in which the question of your inability to get the space that you wanted was made. Tell the committee, since this has been testified to several times, tell the committee why you left the Munsey Building?

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Mr. CLARK. You mean the building where the Munsey Building was, 280 Broadway?

The CHAIRMAN. 280 Broadway, I think.

Mr. CLARK. I have not the slightest knowledge.

The CHAIRMAN. That occurred before you came?

Mr. CLARK. That occurred before I came. I have not the slightest knowledge of the transaction.

The CHAIRMAN. Have you any knowledge of an opportunity to get the space originally in the Woolworth Building?

Mr. CLARK. I have not the slightest knowledge of that. They were occupying space at 469 and had been for some little time, I believe, when I first became identified with the board.

The CHAIRMAN. Your immediate predecessor was who?

Mr. CLARK. My immediate predecessor was Mr. Farwell. His immediate predecessor was Mr. Griffin.

The CHAIRMAN. I think this was under Mr. Griffin.

Mr. CLARK. I am quite sure that it was.

The CHAIRMAN. You do not know anything about that?

Mr. CLARK. I do not know anything except hearsay knowledge, and very little of that.

The CHAIRMAN. What would you say of the general morale of the working force in the office?

Mr. CLARK. In the New York office I should say that it was fair, not up to 100 per cent, I should not dream of expecting an office of that sort to be up to 100 per cent efficiency.

The CHAIRMAN. You indicate that it is not what you want. What is lacking? Is it possible to put it where it ought to be in its morale?

Mr. CLARK. I think there has been a very steady improvement in the office since I have been there. I am not holding myself responsible for that improvement alone.

The CHAIRMAN. Are the men under you free to counsel with you?

Mr. CLARK. Absolutely.

The CHAIRMAN. Is it done frequently?

Mr. CLARK. Frequently; yes.

The CHAIRMAN. Is their suggestion welcome?

Mr. CLARK. Very welcome. I want to make it quite clear that the constructive suggestions of men in the office or outside of the office are particularly welcome.

The CHAIRMAN. That would indicate that suggestions are made that are not constructive.

Mr. CLARK. That is very true.

The CHAIRMAN. Do you experience that?

Mr. CLARK. Yes.

The CHAIRMAN. From your own men?

Mr. CLARK. Rarely from my own men.

The CHAIRMAN. Is there a spirit of cooperation throughout that organization in the New York office?

Mr. CLARK. There is a much greater spirit of cooperation right at this moment than ever before.

The CHAIRMAN. Would that mean that there had been a lack of cooperation?

Mr. CLARK. That is quite true. There has not been at all times the esprit de corps, the team play in the men that we wanted to get the most out of the human machine.

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The CHAIRMAN. Can you explain why that was?

Mr. CLARK. There are so many factors that enter into it that it would be very difficult to explain.

The CHAIRMAN. The steps that have been taken, you think, are conducive to a better spirit?

Mr. CLARK. I do. For instance, there are five section heads and nothing important is undertaken without getting these five men together. When I took charge of the office I realized the fact that it was impossible to give adequate supervision and that I must divide that supervision and must give 100 per cent backing to each one of my section heads and hold them strictly responsible for their work and for the supervision of the clerical personnel as well.

The CHAIRMAN. How many of these men have you, these section heads?

Mr. CLARK. There is the placement supervisor of training, and advisement supervisor, the chief clerk, the case officer, the medical officer, and I usually include the secretary of the joint committee.

The CHAIRMAN. Now, the men that are under these men, are they subject to those men or to you?

Mr. CLARK. They are immediately subject to those men, and also they may come to me; but I do not permit, except in extraordinary circumstances, any officer or clerk going over the head of their supervisor. They must be given power, because each one has a great big job—they must be given power and backing—otherwise they can not get their job over.

The CHAIRMAN. Do you have frequent conferences with these heads?

Mr. CLARK. Frequent conferences, sometimes very informal; but there is nothing that is of any importance that I don't confer with them about, so that we can work together as a team.

The CHAIRMAN. Well, is there team work?

Mr. CLARK. There is team work, and there is going to be more team work.

The CHAIRMAN. Are their suggestions——

Mr. CLARK (interposing). That is very strongly on the way.

The CHAIRMAN. How long have those men been in the office?

Mr. CLARK. Mr. Chairman, when I became acting D. V. O. I was without an assistant or executive manager. The man who is now acting and doing perfectly splendid work as supervisor of training and advisement had just come and was just getting onto his feet—just getting acquainted with his work. The supervisor of placement was a new man; the chief clerk had been there before. In other words, I was starting out with two very important men new and did not have an executive manager and assistant. That was the handicap that I started with.

The CHAIRMAN. Were they selected by you or for you?

Mr. CLARK. They were selected by central office and sent to the district.

The CHAIRMAN. In consultation with you?

Mr. CLARK. Absolutely, absolutely. That is the whole theory of the work. As a matter of fact, we are so short-handed that we take the men that are sent to us, but always there is the command, almost, from central office, "If you don't want this man, tell me so." That

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is the word of the chief at all times. The endeavor is to select for us the best available man. Sometimes it is the only man.

The CHAIRMAN. Is it done in consultation with you?

Mr. CLARK. Oh, yes.

The CHAIRMAN. In other words, you don't have persons put on you against your wishes?

Mr. CLARK. I would not want to convey a wrong idea of that. I have a wide selection, you understand, and I do not want to convey an idea that would not be faithful to the facts, but always you have the power of veto on a particular nomination or a particular man sent to you.

The CHAIRMAN. We had testimony that men were sent to the New York office without consulting the office.

Mr. CLARK. Well, I know; you probably have had a lot of misinformation. I don't mean to say a better job could not be done if the head of an office had the right and the power to select his personnel, clerical and staff, so that each one should feel that he was selected by that head, and there would be the greater discipline and the greater power and the greater ability to get together an office that had absolute unity. Now you are suffering—the head of the office is suffering—by reason of the method of recruiting the office, but it is the only way, apparently, that it can be done under present conditions.

The CHAIRMAN. What do you mean by "present conditions"? Conditions that might be changed?

Mr. CLARK. No; I do not know as they could be changed. You take your men from the civil-service list. There is an examination.

The CHAIRMAN. Now, Mr. Clark, this committee is just like yourself. You are not on the defensive and the committee is not prosecuting, but the committee wants the specific statements as to what is wrong, if anything, and how we can correct it. That is the whole purpose of this investigation. Now you say "under present conditions." Does that mean that there are some conditions there that ought to be removed, that we might remove?

Mr. CLARK. No; I can explain just what I meant by that. You may be able to remedy certain things. Under present conditions, at the present time, we want 50 men in the New York office. We need them. I could convince you gentlemen if you could give me the time and were in the New York office, and I could really show you—I could convince you that we need those men. Now, for instance, we need about 20 training officers, additional training officers.

The CHAIRMAN. How many have you? You mean additional training officers?

Mr. CLARK. Yes. And, for instance, all of this speed-up work. I told you the three great lines of endeavor were to put men as rapidly as possible into training, those that are eligible under the law, and then to have a sufficient force to supervise, which means discipline that goes with it, to supervise the training, which means to see to it that a man gets the most out of his training; and then we had to place those men after their education was completed. Those are the three lines of endeavor. Now, with a load of about 25,000, which is a figure that I think will prove to be correct, whose cases

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we must get to the bottom of and investigate and settle during the next 90 days, if we do what I think we can do with this additional help, it means that we will have a great many more men in training and it means that we shall need a great many more men to give proper supervision and to place the men as they come out of training, and that very soon will begin to come out of training in large numbers.

The CHAIRMAN. One of your recommendations is to increase this force?

Mr. CLARK. Absolutely. There are, I believe, at this time six men on the list, eligible list, as training officers.

The CHAIRMAN. Let me ask right there, have you been crippled up to date for lack of men?

Mr. CLARK. Yes; I told you this morning that the supervision was not what I should like it.

The CHAIRMAN. So the work is not satisfactory to you?

Mr. CLARK. It is not. It does not meet with my standard. It did not meet with the standard of Mr. Farwell, and there was not a better man in the service. Our standard is a great deal higher than the New York office, but I believe that under present conditions we are doing the best that we can and I do want to correct any misconception about this matter of support from central office. We are getting evertyhing in the world that we can in the way of support from central office.

The CHAIRMAN. Were you satisfied—or probably this was before you came—with the necessity of sending the finding on the final status to the central office here—that is, in giving it to the New York office?

Mr. CLARK. No; I was not satisfied. I believe thoroughly in the zone idea.

The CHAIRMAN. Well, that is in operation now, then?

Mr. CLARK. Part of it is in operation, and the rest is coming, and probably will come just as quickly as it is wise for it to come.

The whole idea of central office is to give power to the district as a district discharges the power already given wisely, and I think that is a pretty safe principle.

The CHAIRMAN. What is your idea of the importance of the follow-up work?

Mr. CLARK. I think the importance of the follow-up work can not be overestimated, for reasons that I went into this morning very carefully.

The CHAIRMAN. Are you satisfied with what is being done?

Mr. CLARK. I am not.

The CHAIRMAN. Can you point out wherein it is defective and how it can be remedied?

Mr. CLARK. You know what our follow-up system is, do you not?

The CHAIRMAN. Yes; it has been testified to here.

Mr. CLARK. We should have more men and the very best men we can select, better men than are available without a doubt.

The CHAIRMAN. Well, what is lacking that you do not have more men?

Mr. CLARK. I don't think that the men are to be had, the men that we want. I think they are already placed. I think it is very difficult to get them. I think that is a handicap that you must consider.

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The CHAIRMAN. Do you think that the follow-up work then must be defective because we can not find the men?

Mr. CLARK. I think—I don't know as I would put it just that way.

The CHAIRMAN. Well, it is less than what it ought to be?

Mr. CLARK. It is less than what it ought to be. A real effort is being made in the New York office to have wise follow-up work. It is very important. You take a man that is more or less lukewarm in his work and if he can meet a wise training officer who will try to get to the bottom of his problem before too much time is lost, and make the necessary adjustment, and so on, it means a great deal to that young man, doesn't it?

The CHAIRMAN. Yes.

Mr. CLARK. It is a distinct help.

The CHAIRMAN. The number leaving the work would be lessened if the follow-up work could be more effective?

Mr. CLARK. Yes. And you know—you have been an educator, and you know how very important it is to impart enthusiasm to the young man at different times. He gets discouraged, and you know that a wise teacher can give just that little additional help, that little enthusiasm, and smooth over a rough place. You know how important that is in educational work. Well, it is particularly important in this sort of thing.

The CHAIRMAN. I think that the most important period in all of your work is where you first meet the disabled man and give him definite information as to what he is to do. I can not think of anything so deteriorating as to leave that young man unsettled for a period, not knowing what is going to become of him. I am speaking now as a college officer. A student that would come to the university and could not be placed in a reasonable time is not going to do—he will leave the college. He is not going to hang around.

Mr. CLARK. I agree with you heartily.

The CHAIRMAN. I think that is very important.

Mr. CLARK. That is the foundation.

The CHAIRMAN. And then, secondly, the follow-up work, of course, must be attended to.

Mr. CLARK. That is the foundation; put a man right to start with and then follow up his work.

The CHAIRMAN. If you put him in and he gets busy, the problem is solved; but if for some reason he ceases to be busy and becomes dissatisfied, which would very largely depend upon follow-up work, your work is lost.

Mr. CLARK. There has been, I think, a very marked improvement in the follow-up work. I think it is being more intelligently done now than it ever was done before. That is owing partly to the recognition of the importance, and also to the fact that we have a particularly capable supervisor of training.

The CHAIRMAN. What, Mr. Clark, is your conception, generally speaking, of the importance of rehabilitation work?

Mr. CLARK. Well, very frankly, I do not think there is any work that was ever undertaken before that is so important—any piece of educational or welfare work that was ever undertaken.

The CHAIRMAN. What stage are we in as to the completion of the work? Where are we at?

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Mr. CLARK. I think the next 90 days will tell the story. I think in the next 90 days we can have the satisfaction of feeling that on the whole, considering everything, we have done a good piece of work.

The CHAIRMAN. The work that has been done justifies it?

Mr. CLARK. In other words, I think that within the next 90 days we shall be able to determine whether or not we have done a really successful piece of work, when you consider all the handicaps and all the circumstances surrounding the work, and I firmly believe—I want to go on record right here, Mr. Chairman—I firmly believe that at the present time we have the machinery and we have the men with the additional help I speak of, and I think everything in the world should be done to get those men—I think we have the machinery now and the men and the methods which will enable us to succeed if we are given the proper support.

The CHAIRMAN. What do you mean by the "proper support"—from Congress or from the board?

Mr. CLARK. I certainly do not—that is all inclusive, so far as the board is concerned. I am thinking of the board in all its branches and all its districts, as a whole, as a unity.

The CHAIRMAN. But you do not have any doubt about the attitude of Congress toward the work, do you?

Mr. CLARK. I do not.

The CHAIRMAN. When you say "proper support," what do you mean?

Mr. CLARK. When I say "proper support" I mean a public opinion that is educated fairly and squarely. That is what I mean exactly.

The CHAIRMAN. Do you have a suspicion that this investigation is an indication that there is not proper support given?

Mr. CLARK. I have every reason in the world—and I speak this without reserve—I have every reason in the world to believe that this investigation is made for the sole purpose of determining the facts and of helping.

The CHAIRMAN. Well, you are absolutely right.

Mr. CLARK. I feel that very particularly.

The CHAIRMAN. Now just a general statement. Your evidence would indicate that while you have been not entirely satisfied with the conditions, that the morale in the office is about as good as it should be under the circumstances? I understood you to say that it is not what you would like to have it.

Mr. CLARK. It is not what I would like to have it right now.

The CHAIRMAN. Can you indicate how that can be made what you want it?

Mr. CLARK. I will state with brutal frankness. After this investigation is over and things settle down there, I believe with the space we have got now, that we can get 50 per cent better morale. I think we can do very much better work than we have done.

The CHAIRMAN. What are you going to do to get the morale better that you have not done?

Mr. CLARK. I am going to be relieved of this thing that has been going on for all this time, this two months, and give myself heart and soul to the work itself. I have been doing it to the very best of my ability under the circumstances. They have been rather distressing circumstances.

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The CHAIRMAN. Well, the work has been rather speeded up, has it not, in the last few months?

Mr. CLARK. Certainly it has, notwithstanding the fact that I believe I may say that I have been working under a handicap. The figures of the office, I am quite sure, will show steady progress, rather remarkable progress.

The CHAIRMAN. I think the committee has felt that the office in New York has somewhat broken down. That conviction, I think, is being reached by a good many members of the committee by statements made, not by men who complained, but by men who are identified with the board who make frank statements.

Mr. CLARK. Identified with the board where?

The CHAIRMAN. With the work, men who are in the employ of the board identified with the office.

Mr. CLARK. With the New York office?

The CHAIRMAN. Yes; with the New York office.

Mr. CLARK. Could I have the names?

The CHAIRMAN. Well, you can read the testimony. Now, Mr. Clark, you evidently don't think that the work in the New York office has anywhere near broken down.

Mr. CLARK. I most emphatically do not, and I want to say this very deliberately: There may be two or three or four or possibly five men who will make the statement that the New York office has broken down, but I will venture to say that if you take the supervisors of the New York office and question every single member of the staff there will not be more than three, and at the outside five, who will say that. All the balance will say that the New York office at the present minute is in better shape than it ever was before in its history.

The CHAIRMAN. I ought to say this, Mr. Chairman, for the sake of the record, that nobody said that the office had broken down. It was I that said that from the testimony of the men, not that they said that the office had broken down, but on the examination of men by the members here I have come to the conclusion that it was not what it ought to be, and upon their testimony would be inclined to think that it was far from its maximum efficiency that we have a right to expect from it. Nobody has said that the office has broken down—no authoritative person.

Mr. DALLINGER. Mr. Clark, when did you graduate from Harvard?

Mr. CLARK. In 1893.

Mr. DALLINGER. And did you receive any other degree except the degree of A. B.?

Mr. CLARK. That is the only degree I received, although I did other work, graduate work, but I did not receive any other degree. I never tried for another degree.

Mr. DALLINGER. How long were you in the graduate school afterwards?

Mr. CLARK. I was not in the graduate school at Harvard at all after 1893.

Mr. DALLINGER. Where did you go from Harvard?

Mr. CLARK. I went to—you mean what school?

Mr. DALLINGER. Where did you go; what did you do?

Mr. CLARK. Immediately after coming out of college, I organized what is known as the Lincoln House in Boston. I lived for a short

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time before organizing that at the University settlement and the Andover House.

Mr. DALLINGER. The Andover House in Boston?

Mr. CLARK. The Andover House in Boston. I was connected with Robert A. Woods and did some writing in connection with that group.

Mr. DALLINGER. Did you have any private means when you graduated from Harvard?

Mr. CLARK. No, sir.

Mr. DALLINGER. And you received a salary then, for the work you did in the settlement work?

Mr. CLARK. I did.

Mr. DALLINGER. And have you ever pursued any other occupation except as a settlement worker?

Mr. CLARK. Yes, I did a great many things besides settlement work, you know.

Mr. DALLINGER. I mean you never were engaged in any business enterprise?

Mr. CLARK. I was in the mining fields of Mexico and the oil fields of this country after I concluded my settlement work.

Mr. DALLINGER. When was that?

Mr. CLARK. That was in 1907 and 1908. I was in business for myself. I made some money and lost some money.

Mr. DALLINGER. And what year did you say you were down in Mexico after the settlement work in Boston?

Mr. CLARK. I don't recall exactly. I think in 1908. I was down there twice.

Mr. DALLINGER. And between 1893 and 1908 were you engaged in settlement work in Boston?

Mr. CLARK. In Boston and New York.

Mr. DALLINGER. And when did you go to New York?

Mr. CLARK. I went to New York, as I recall it, in 1900 or 1901.

Mr. DALLINGER. Now in the course of your settlement work in Boston and New York, did you have more or less to do with helping men who are regarded by the world to be down out to get up on their feet?

Mr. CLARK. The men who were in those clubs and in classes that we had at the settlement house that I was in charge of, represented all sorts and conditions.

Mr. DALLINGER. What I was trying to get at was whether you had had experience in helping men who had lost heart and got discouraged.

Mr. CLARK. Yes, absolutely so. If you are familiar with the work of the settlement houses, it is particularly broad and includes a very great many activities, and among others you are called upon to help a great many people, among others young men.

Mr. DALLINGER. And in the course of your work in Boston and New York, were you brought into personal contact with those men?

Mr. CLARK. Most particularly so. It is assumed that I had some special gifts in that direction.

Mr. DALLINGER. Well, I am coming to that. Now, I believe that you testified that for some time you were in France with the Y. M. C. A. and the Red Cross.

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Mr. CLARK. Yes, sir.

Mr. DALLINGER. And how many months in all were you in France?

Mr. CLARK. I was in France substantially a year and a half.

Mr. DALLINGER. And during that year and a half did you have—were you brought into personal contact with disabled soldiers, wounded soldiers?

Mr. CLARK. I was constantly seeing—I want to correct that—I saw a great many disabled soldiers from time to time in—I have spoken of two hospitals that I visited frequently while I was at a certain post in France.

Mr. DALLINGER. Now, Mr. Clark, how did you happen to be employed by the Vocational Board? Will you tell the committee just the details of your employment?

Mr. CLARK. When I came back from France, I learned about this work. I called on Mr. Munroe, who happened to be in Boston at the time.

Mr. DALLINGER. Had you previously been acquainted with Mr. Munroe?

Mr. CLARK. I knew Mr. Munroe.

Mr. DALLINGER. You are not related to him?

Mr. CLARK. I am not related to him at all. I simply have a very pleasant acquaintanceship with him.

Mr. DALLINGER. How long have you known him, may I ask?

Mr. CLARK. Several years.

Mr. DALLINGER. Did you know him in Boston?

Mr. CLARK. I knew him in Boston.

Mr. DALLINGER. Had Mr. Munroe been connected with any of the settlement work that you were engaged in?

Mr. CLARK. No. I came to Washington and Mr. Munroe introduced me to Dr. Smith and Dr. Prosser and one or two others and they discussed the question of my taking up the work of the New York office as executive manager, and went more or less into my qualifications for the work, and Mr. Munroe had nothing whatever to do with it. He merely introduced me.

Mr. DALLINGER. I understand you to say that Mr. Munroe had nothing whatever to do with your employment except that he introduced you to the other members of the board.

Mr. CLARK. Yes, and took very good care to make it clear that he was not going to have anything to do with it, which is just exactly what I would expect of Mr. Munroe, and I would have been very much disappointed if he had taken any other attitude.

Mr. DALLINGER. Were you here when, or have you read the charge that was made by Mr. Littledale that the only qualification which you possessed for this work was the fact that you were a friend of Mr. Munroe?

Mr. CLARK. Well, I read that, and that is exactly of a piece with a great many more things that have been said.

Mr. DALLINGER. Now you say Mr. Munroe introduced you to Dr. Prosser.

Mr. CLARK. He introduced me to Dr. Prosser and to Dr. Smith One was the director at that time and one was the chief, and a colonel.

Mr. DALLINGER. You say "chief"; what do you mean by "chief?"

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Mr. CLARK. I think that was the title—Mr. Lamkin holds the title of chief now—as I recall it, that was the title.

Mr. DALLINGER. Chief of the bureau?

Mr. CLARK. Chief of the division.

The CHAIRMAN. Chief of the division of rehabilitation?

Mr. CLARK. Exactly.

Mr. DALLINGER. And after Mr. Munroe introduced you to these gentlemen, then what?

Mr. CLARK. He washed his hands of me.

Mr. DALLINGER. And then they took the matter up and did they look into your qualifications?

Mr. CLARK. They most particularly did.

Mr. DALLINGER. And you gave them references as to your previous work?

Mr. CLARK. I gave them references and filled out a form known as the 68–M, and went through all of the other formalities that anybody else goes through.

Mr. DALLINGER. You had letters of recommendation from the settlement houses in Boston and New York?

Mr. CLARK. I don't recall exactly where the letters came from, but the usual number of letters of recommendation were given and the usual number of references were given, and everything was done in exact accordance with the usual procedure.

Mr. DALLINGER. And you had some letters of recommendation from those in France who knew about your work there?

Mr. CLARK. I don't know that I gave those in, but they are all available.

Mr. DALLINGER. And after your formal application was filed with your references, what happened then?

Mr. CLARK. I was given the post as executive manager of the New York office.

Mr. DALLINGER. As assistant to Mr. Farwell?

Mr. CLARK. The title was subsequently changed to assistant.

Mr. DALLINGER. Well, Mr. Farwell was district vocational officer?

Mr. CLARK. Mr. Farwell came there—Mr. Lamkin went to New York as acting D. V. O. after Mr. Griffin's resignation.

Mr. DALLINGER. I did not know that. Mr. Lamkin took Mr. Griffin's place?

Mr. CLARK. He was there for two or three weeks. I went with Mr. Lamkin and Mr. Farwell came within two or three weeks and was made D. V. O., district vocational officer.

Mr. DALLINGER. Just what date was that you first went to work in the office?

Mr. CLARK. I think it was about the first—let me see—no, about the middle of August.

Mr. DALLINGER. The middle of August, 1919?

Mr. CLARK. Substantially, yes, 1919.

Mr. DALLINGER. And you say after Mr. Lamkin was there for two weeks then Mr. Farwell came?

Mr. CLARK. Mr. Farwell came as the D. V. O.

Mr. DALLINGER. And he was your superior?

Mr. CLARK. He was my superior.

Mr. DALLINGER. And he remained your superior and you remained as his assistant until what time in January, 1920?

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Mr. CLARK. I think his resignation was January 15, 1920.

Mr. DALLINGER. Now, as I understand it, all of the time that you were employed in the New York office in this work, the New York office occupied the quarters on Fifth Avenue?

Mr. CLARK. They did.

Mr. DILLINGER. Now I want to ask you if your desk in those quarters was so situated that at all times during the day you would be in a position to know whether or not these soldiers applying for the first time were courteously or discourteously treated by the employees of the board with whom they first came in contact?

Mr. CLARK. I was not at my desk more than 10 per cent of the time. I was a floor walker.

Mr. DALLINGER. Well, were you in the office?

Mr. CLARK. As executive manager I was a floor walker.

Mr. DALLINGER. You were in the office all of the time?

Mr. CLARK. I was in the office all of the time.

Mr. DALLINGER. You were not out of doors?

Mr. CLARK. I was in the office day and night.

Mr. DALLINGER. How large was the room in which the boys, the disabled soldiers, first made their application when they first came came in for the first time?

Mr. CLARK. You see, the rooms there were on one floor—the room is on one floor. The elevator opens and you step right into the office.

Mr. DALLINGER. How large a room is that?

Mr. CLARK. There were 10,000 square feet on that floor. Subsequently we got 2,500 square feet on the floor below.

Mr. DALLINGER. As I understand it, there was one large room, about 10,000 square feet, and how many employees were there in that room when you first went there as assistant?

Mr. CLARK. You mean in July?

Mr. DALLINGER. Yes, July.

Mr. CLARK. The exact figures I can not undertake to give.

Mr. DALLINGER. I mean roughly.

Mr. CLARK. Perhaps 200—225.

Mr. DALLINGER. All in that room?

Mr. CLARK. All in that one room.

Mr. DALLINGER. No partitions there?

Mr. CLARK. No partitions. And sometimes the men—we kept a register—the men who came there to see about their cases personally, numbered from 150 to 350.

Mr. DALLINGER. A day?

Mr. CLARK. A day. Sometimes it was very congested.

Mr. DALLINGER. Now, how much space was there in that large room into which you say the disabled soldiers first entered from the elevator—how much space in that room was occupied by the outside office, where the soldiers were?

Mr. CLARK. The waiting room?

Mr. DALLINGER. The waiting room, yes.

Mr. CLARK. I should say 30 by 40 feet.

Mr. DALLINGER. And that was the waiting room that was in use all the time that you have been there?

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Mr. CLARK. Yes, except, of course, men that were being attended to on the inside of the rail when their folders were found and their cases were being adjusted.

Mr. DALLINGER. Now, when you first became assistant in July, 1919, how many chairs were there, or benches, for the men to use while they were waiting in that waiting room?

Mr. CLARK. Oh, approximately, there were places for 75 men.

Mr. DALLINGER. To sit?

Mr. CLARK. Yes.

Mr. DALLINGER. There were places for 75 men to sit?

Mr. CLARK. I should say so. That is a pure guess.

Mr. DALLINGER. And when you first went there, did you ever notice men standing, being obliged to stand, in addition to those who were sitting?

Mr. CLARK. Very rarely, because you see even when we had a very big day, that crowd of, say 300, was distributed through the day. It was very rarely, although naturally many men pressed forward to the rail where the reception clerks were receiving them, eager for their cases and expecting to be called, and so on.

Mr. DALLINGER. But you do not think there was any time when men, disabled soldiers, would have to stand in that outside room?

Mr. CLARK. I don't think so.

Mr. DALLINGER. Unless they chose to stand?

Mr. CLARK. I don't recall an instance of that sort.

Mr. DALLINGER. Now, when you first went there, how many clerks or employees were there whose duty it was to meet the soldier when he first came in to make his application?

Mr. CLARK. Well, these soldiers were met by a reception clerk or an assistant, and some of the girls assisted, and particularly in getting the cases and so on—getting the folders.

Mr. DALLINGER. What I am trying to get at is, was there one particular clerk to whom every soldier had to apply in the first instance?

Mr. CLARK. No, there was a reception clerk and he had at the table one or two assistants.

Mr. DALLINGER. Was this reception clerk of whom you speak a man?

Mr. CLARK. Yes, he was a man.

Mr. DALLINGER. And how much salary did he get?

Mr. CLARK. $2,000. This particular reception clerk got $2,000, as I recall.

Mr. DALLINGER. And he still gets that salary?

Mr. CLARK. No, he is not with the board.

Mr. DALLINGER. Well, does the man who took his place——

Mr. CLARK (interposing). We have a totally different arrangement now.

Mr. DALLINGER. Well, we will finish up first the arrangement when you first went there. You say there was this man reception clerk who got $2,000, and how many assistants did he have at the desk to help him when the crowd was large?

Mr. CLARK. He had two.

Mr. DALLINGER. Were they men or women?

Mr. CLARK. They were women.

Mr. DALLINGER. And what salary did they get?

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Mr. CLARK. One was a messenger who, I think, was about 18 and quite competent, $60 a month.

Mr. DALLINGER. $60 a month?

Mr. CLARK. Yes, sir.

Mr. DALLINGER. That is $720 a year, and how much did the other girl get?

Mr. CLARK. I think the other girl was a file clerk doing that detached duty, and who got, perhaps—I don't recall, but perhaps $900 or $1,000.

Mr. DALLINGER. She got a little more than the other one?

Mr. CLARK. Yes.

Mr. DALLINGER. So approximately one got $1,000 and the other $720 a year. Now the soldier first spoke to either this reception clerk or one of the assistants?

Mr. CLARK. Yes, sir.

Mr. DALLINGER. Did they take down the full information?

Mr. CLARK. No, they got—their first duty was to get the name of the man, and then a messenger was called—there were messengers attached to this desk to get the number of the case and to get the folder.

Mr. DALLINGER. Well. I am now speaking about a man making his application for the first time.

Mr. CLARK. Oh, the first time?

Mr. DALLINGER. The first time he ever went there. Now there was this reception clerk, or one of his assistants, who took down the name of the soldier?

Mr. CLARK. Yes, sir.

Mr. DALLINGER. Did he take anything else down?

Mr. CLARK. Yes, certainly; if the man was there for the first time he was brought in to see an advisor, the desk advisor, and to have a survey made of him, and a medical examination.

Mr. DALLINGER. In other words, just as soon as he told the reception clerk that he had never been there before, that he was making his application for the first time, he was taken inside the rail?

Mr. CLARK. Provided, of course, there was an advisor free to take charge of him and to give him advice; otherwise he took his turn.

Mr. DALLINGER. Otherwise he sat down?

Mr. CLARK. Otherwise he sat down until his case was called.

Mr. DALLINGER. Now, isn't it a fact, Mr. Clark, that some of these disabled soldiers applying for the first time might have been treated discourteously by the reception clerk, or by his assistants without your knowing it?

Mr. CLARK. Oh, it is quite possible, but it could not have been done generally by any one person without my finding it out. That would have been impossible.

Mr. DALLINGER. You were not out in this outside waiting room?

Mr. CLARK. Oh, no. It could have been done, theoretically.

Mr. DALLINGER. How far from the rail or desk to which these disabled soldiers first applied was your desk where you sat down when you were at your desk?

Mr. CLARK. Perhaps 75 feet away.

Mr. DALLINGER. Seventy-five feet away, and you say there were over 200 or 250 clerks and employees working in this great big room?

Mr. CLARK. Yes.

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Mr. DALLINGER. With the inevitable confusion, noise, which comes from a large number of people working in the same room?

Mr. CLARK. You have 200 or 250 clerks, and later on when the work grew there were more, and 150 men in the room, either outside the rail or scattered about, having their cases attended to, and you get a very large number in that limited space of 10,000 square feet with the desks so close together that it is a question of inches, square inches.

Mr. DALLINGER. What I was getting at, Mr. Clark, was this: I have not the slightest idea but what you are thoroughly sincere when you say that so far as you know courteous treatment was given to all the soldiers who applied, but I wanted to bring out this point, that you would not say that all of these disabled soldiers who have testified before this committee of discourteous treatment, of unnecessary waiting, of lack of attention on the part of employees of the board, were deliberately coming here before this committee and perjuring themselves, would you?

Mr. CLARK. Absolutely not. I believe that it is entirely possible that some cases did occur of discourtesy.

Mr. DALLINGER. Now, Mr. Griffin, I know, testified the same way, that so far as he knew everything was all right while he was there, and he testified that he thought if there had been any discourteous treatment he would have known it, and he said something about the fact that anyone who wanted to make a complaint—that he was always glad to hear them. Now, I assume that you were always ready and glad to hear any complaints from any disabled soldier as to the discourteous treatment which he received at the hands of any of your employees?

Mr. CLARK. It was the dictum of the office in Mr. Farwell's time that nothing but uniform courtesy should be shown, both in letters and in the treatment of men when they came in, whatever the provocation—and there was ample provocation frequently.

Mr. DALLINGER. Now, I want to ask you what I asked Mr. Griffin: Was there anything to show to the disabled soldier coming there for the first time that in the case of discourteous treatment, application or complaint could be made by him to you or to anybody by name, stating where they could be seen? Was there any sign or notice posted up?

Mr. CLARK. No, sir; there was not.

Mr. DALLINGER. Of course, you are familiar with the signs that are posted up in hotels and railroad stations and places of that kind, stating that if there is any discourteous treatment, guests or the public are requested to make it known, and I was wondering whether it would not be a good idea in an office like yours to have some notice posted up so that if any soldier did get discourteous treatment he might make his complaint to some one in authority. Has that ever occurred to you that it might be a good idea to do that?

Mr. CLARK. No; it has not occurred to me, because I rather thought that the men would know that always they can come to somebody who is in authority.

Mr. DALLINGER. How would they know it? How would they know to whom to go, and how could they get to that person?

Mr. CLARK. All they have to do is to ask for the head of the office. I don't mean to say that your suggestion may not be a very wise

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one; I should certainly give it thought, but it had not occurred to me.

Mr. DALLINGER. Don't you think that a soldier boy who has been wounded and has been through the ordeal that he had to go through over there, possibly having gone through, as some of these boys that have testified here did—gone through a number of hospitals across the sea and in this country, suffering pain, and discouraged possibly over the slowness with which his compensation had been awarded, in having trouble with delays with the War Risk Insurance, coming into the office of the Vocational Board for the first time and not receiving courteous treatment, not receiving sympathetic treatment, that he might become very much discouraged and disgusted and sour with the Government, and not knowing to whom he could go, would simply become disgusted and walk out?

Mr. CLARK. I think that is quite possible, and I agree with you absolutely that the men should receive everything that can be given in the way of courtesy and even tenderness, especially the men that you refer to, the class of men that you refer to, and I give you my word I have not seen on the part of the officers of the New York office any lack of courtesy or any lack of tenderness under certain circumstances. As I said this morning, there is a perfectly tremendous rush of work and the men sometimes are almost carried off their feet with the work, and if they are at times a little impatient I can forgive them. But I think they feel thoroughly satisfied themselves at the end of the day. I think every decent man does.

Mr. DALLINGER. Now, Mr. Clark, I want to ask you something in reference to the testimony of Mrs. Jacobs, which was very specific in regard to an interview, one or more interviews with you, relative to the case of Dan Edwards. I don't know whether you have seen her testimony in print?

Mr. CLARK. I heard it.

Mr. DALLINGER. Oh, you were here?

Mr. CLARK. I was here.

Mr. DALLINGER. Then I don't need to read it.

Mr. CLARK. Except that I—just one moment—I was here and I heard certain parts of it, but I could not perfectly hear all of it.

Mr. DALLINGER. Well, I want to call your attention to this particular part of her testimony on page 253 of part 5 of the printed hearings. She speaks about the fact that Dan Edwards had been kicked out, and she went down there to the office and she saw a Mr. Collier. Now, this is her testimony:

> I asked for the folder and I got it, and then I told him the case. I opened it and said, "Is Dan Edwards kicked out?" and he said, "I don't want to answer you that; I will take you in here to this room." And they took me in to Mr. Clark, and Mr. Clark looked over the case and he read the dates, and I showed him all the incriminating evidence of the man having been sick a large part of the summer and having to be away from his work a great deal, and the dates, and then he came to the disabilities, and when he read the disabilities he threw this thing down on the desk and said: "Nonsense, nonsense. Nothing will ever happen to a boy like that. We will keep him indefinitely. I will give you my word of honor that we will never turn that man out of this place until he wants to leave."

Now, do you remember any such conversation with Mrs. Jacobs in regard to the case of Dan Edwards?

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Mr. CLARK. I remember Mrs. Jacobs and one particular thing that she said in her testimony. I absolutely do not remember one word of that alleged conversation.

Mr. DALLINGER. Now, to go on, she said:

And I took his word—

Referring to you—

It was the first time I had met him. I said, "Thank you," and went back and thanked the man—

I assume that is Mr. Collier—

I said, "You can't realize what a great relief it is to me to feel that Dan Edwards's case is safe." I went back and thanked the man who had taken me in to see Dr. Clark, and I went home. The next day Dan came home, and I said, "Go up and get your check. It is all right." And the day after that—it was Monday that I spoke to Mr. Clark, on Monday that Dan went up there to get his check. Along in the late part of the afternoon the message came over the telephone and it was Dan, and he said, "I am kicked out."

The CHAIRMAN. The same day.

Mrs. JACOBS. No; it was Monday Mr. Clark had told me that, and on Wednesday Dan telephoned, the same week. He said, "I am kicked out."

Then she went on to charge you with having broken your word; that you had promised that boy Dan Edwards would not be kicked out; that he would get his check.

Mr. CLARK. There has been a very great deal said about Mr. Edwards. As a matter of fact, I have not all the facts of his case in my mind. I did not prepare on any case of any man that testified here, for the reason that an abstract of the folder of each man will be submitted by Mr. Lamkin.

Mr. DALLINGER. But you don't remember any such conversation?

Mr. CLARK. I don't remember any such conversation. I do remember a part of Mrs. Jacobs's testimony referring to another matter which I should be very glad to clear up. I remember that perfectly, but this conversation may have taken place. I positively do not remember one single thing about it.

Mr. DALLINGER. Now, Mr. Clark, I want to ask you a few questions about this hard-boiled order. Do you know anything about?

Mr. CLARK. The first time I learned anything about it was from an edition of the New York Evening Post. I think it was one of the—it came out two or three days after the first article. That was the very first time I had ever heard of it. I don't believe there was a man in our office that had ever heard of it. It was all new to them.

Mr. DALLINGER. And you never received, directly or indirectly, any typewritten memorandum, order, or statement from the central vocational board at Washington containing any of the language quoted in the New York Evening Post?

Mr. CLARK. I never knew anything about it until I saw that in the New York Evening Post.

Mr. DALLINGER. And have you ever seen any memorandum in the New York office since that time?

Mr. CLARK. No; there never has been anything discovered in the New York office, in its files, and I do not believe that that order came to the New York office. If it did, it certainly has gotten lost.

Mr. DALLINGER. So that if there was any such order issued by the board, or any such memorandum, typewritten or otherwise, containing any such language or purporting to contain instructions of

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that kind to the directors of district offices, you knew nothing whatever about it?

Mr. CLARK. I knew nothing whatever about it until I read it in the newspapers.

Mr. DALLINGER. Now, did you ever receive from any member of the Vocational Board at Washington, or any agent of the board, or anyone sent by the board to NewYork, any oral instructions of the nature described in the so-called hard-boiled order?

Mr. CLARK. Absolutely not.

Mr. DALLINGER. Were you ever told, directly or indirectly, by any member of the Vocational Board, or by the director or the chief, or any agent of the board, to be hard-hearted in this matter; not to be sympathetic in dealing with these disabled soldiers?

Mr. CLARK. Absolutely not.

Mr. DALLINGER. Now, just one other question and I am through. I understand you to say that all of your time while you were assistant director of the New York office, and since you have been in charge of the office yourself, all your time during office hours, and sometimes late in the evening, have been spent in the office on Fifth Avenue?

Mr. CLARK. Yes, sir.

Mr. DALLINGER. You have never gone out in the field to inspect the work of the supervisors or the work of placement?

Mr. CLARK. I have made only one trip outside of the office during the time that I have been acting D. V. O. I had planned to go to Buffalo and Syracuse with these men that are taking the district office, to the branch offices, and this investigation interfered with it, for which I feel very, very regretful.

Mr. DALLINGER. Now, there has been a good deal of complaint on the part of some of the boys in regard to the kind of instruction and training that they have been receiving in these schools to which they have been sent by the New York office. What method have you pursued, as the one in charge of the New York office, to see that they are getting proper instruction? To whom have you delegated that work?

Mr. CLARK. Since I have been in charge of the office we have organized what is known as the joint committee. The purpose of this joint committee is to give a composition—what we call a composition judgment on all recommendations for training. The man's folder is scrutinized—the facts of his folder are scrutinized very carefully to try and arrive at a proper conclusion as to the recommendation for training—viséed. There is a doctor there, a training officer there, an adviser there.

Mr. DALLINGER. What I was trying to get at more particularly was the boys' actual placement in training. We will assume that you got all the data upon which to act in regard to placing the boy in training, and what I am trying to find out is who under you, you not having the time to leave the office, has the responsibility of seeing that these boys are getting the training and instruction which they are supposed to get.

Mr. CLARK. There are certain men in the office—for instance, the training section is divided into commercial, taking in all the commercial schools, trades and industries, training in all the schools dealing in trades and industry, and professional. There is a subhead for

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each of these sections, and there are certain men who are delegated to do the work—the follow-up work in certain schools. They are supposed to go to those schools at periodic intervals and take up any case at all that is brought to their attention by the counsellor of the school, that needs adjustment, and a recommendation for a change in course may be made by this follow-up man. It is viséd by the head of that section, who is a carefully selected training officer, and if it is a difficult case, it is brought to the attention of the supervisor of training and advisement.

Mr. DALLINGER. You have a supervisor of training and advisement under you who has charge of that phase of the work?

Mr. CLARK. He has charge of all of the institutional schools, and he is a particularly good man, and I think the system that has been worked out recently covers it very thoroughly. But as I have stated here this afternoon, we have got to have more men in order to do this work adequately.

Mr. DALLINGER. Now, Mr. Clark, are the boys told to whom they should complain in case their instruction is not satisfactory? Do they understand that they can go to this supervisor of advisement and training and complain to him in case they are not getting instruction?

Mr. CLARK. Their first thought—and they have full knowledge of what they should do—would be to go to their counsellor.

Mr. DALLINGER. Some of the other members of the committee want to ask you some questions, and I will only ask you one more question. I ought to state to you the purpose of my inquiry is this: Boys have come up here and made some very serious complaints about this matter of instruction. For instance, there was the case of that botanic gardens, which was described as a dumping ground.

Mr. CLARK. Yes.

Mr. DALLINGER. And here was the situation testified to, where there were twenty—about fifty boys at this nursery or botanic garden, whatever it is.

Mr. CLARK. That statement was incorrect. I can furnish you the proof of that; although, as I stated this morning, that situation does and has had attention, and I think I can bring you satisfactory proof of that.

Mr. DALLINGER. What I was getting at is this: The purpose of this inquiry is, we have that situation where there were 25 boys anxious to go on with the course and the teacher wanted to carry on the course, and there were about 25 more boys who can not speak the English language who were put in, and absolutely prevented the boys who were there doing the work, apparently without any object at all. Now what I am getting at is this; That case and the case of the technical school in Newark that was testified to here by some of the boys, where the boys were not getting any instruction at all in the afternoon in their drawing—no one was there to supervise or to show them, and it seems to me, and must seem to the other members of the committee, that there ought to be somebody to whom those boys would understand they could go just as soon as a thing of that kind happened, and make specific complaint so the matter could be remedied.

Mr. CLARK. We have in the Newark technical school now a particularly good training officer who is a resident there.

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Mr. DALLINGER. So that whatever trouble there was in regard to the technical school at Newark and in this botanic garden in New York City has been corrected?

Mr. CLARK. I can safely say that it has been largely corrected in the one school, and is in process of correction, and this was not brought to our attention by this hearing; it was something we knew of and were trying to remedy, and seeking remedies for—something that we were perfectly conscious of before.

Mr. DALLINGER. That is all, Mr. Chairman.

Mr. REED. I just wanted to ask you, Doctor, there has been testimony here that the bills from these various schools had been delayed in payment, and you have testified here that that is being gradually corrected. I wanted to ask you, you have an accounting department there? When these bills come into the office, do you have an accounting officer who looks them over?

Mr. CLARK. We do. The method is just exactly this: The bills are sent in—not infrequently there has been trouble owing to the fact that the various schools and other creditors did not know how to prepare their bills, and we have gone to the pains of sending clerks to the schools in order that we could teach them how to make out their bills properly. At the present time my chief clerk assures me that when a bill comes into the office, if it is right, it is O. K'd, properly vouchered, and signed, and on its way to Washington within three days from the time of its reception. And I really believe that that is the truth.

Mr. REED. When was this accounting department put in? When was this new arrangement made?

Mr. CLARK. The bookkeeping department was put in about two months ago—three months ago. I think it was about three months ago.

Mr. REED. Now this accounting—is that what you mean by the "accounting department?"

Mr. CLARK. No.

Mr. REED. That is entirely separate?

Mr. CLARK. The bookkeeping is simply to segregate certain accounts, which really means segregating your budget. We have not a budget, but we expend so much money, don't you know.

Mr. REED. I am speaking now of the accounting department. When a bill comes into the office, have you a sufficient force of expert men to find out whether that bill is made out right or not, and immediately send it back with proper and specific instructions to the school?

Mr. CLARK. I haven't any hesitancy in saying that at the present time we have a perfectly splendid chief clerk's department—accounting department.

Mr. REED. When was that particular department installed?

Mr. CLARK. That particular department has been—was installed at the very beginning, but it is very much more efficient now than it ever was. It has been growing efficient for the last six months.

Mr. REED. I just want to ask you in the nature of constructive criticism, why has it taken so long to get this accounting department into working order so that you could handle these bills promptly?

Mr. CLARK. I want to think a little bit about that. I should very much like to have you call the chief clerk.

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Mr. REED. Well, I should very much like, of course, to have your answer, if you know. Of course, if you don't know, that will be different, but we are after information and we would like your opinion.

Mr. CLARK. My opinion is this, that in the main, where accounts have been sent in correct, we have been able to arrange it with the various schools and so on to have them brought to us correct—sometimes, as I say, by going to those schools—and they have been sent to Washington in a correct form, that there have been only a few days of delay. The delay has occurred in the accounts which have been either improperly made out or for which there was not due authority. If you will take up any particular account and get the history of it, I think you will find as a rule that there is some real reason for the delay in payment.

I think not infrequently there has been grief caused by, for instance, a bill coming back from the central office—I have had one or two conspicuous examples of it where a certain man audited that bill and he has called for certain corrections of that bill and it has come back to our office. That takes a little time, you understand, and we have made those corrections and sent the account to the man, to the school, to the creditor, and made those corrections, and returned the bill with those corrections to the central office.

Mr. REED. When those go back to the college, they have to be reverified, do they, under the rules of the Government?

Mr. CLARK. Yes, those have to be corrected, and possibly revouchered. The ordinary voucher form has to be followed, you know, and it has to be properly signed—it takes two or three signatures. There isn't any particular delay in that. Now, it goes back to central office and possibly another auditor scrutinizes that, and does not think it would pass the Treasurer unless certain other corrections are made, you understand. It then has gone back again. Now, sometimes that has occurred and that explains the delay.

Mr. REED. Have the schools been at all unreasonable because of this red tape?

Mr. CLARK. I think that you will find quite generally when people first begin to deal with the Government they are disposed to be rather sarcastic about certain forms, etc., that the Government requires, which are safeguards. We are constantly explaining that all these safeguards are built up after no end of years of doing business, and are all for one purpose.

Mr. REED. And this situation has led to some friction and feeling between these educational institutions and your organization?

Mr. CLARK. There is no question about it. And I can frankly say that all of us are aware of the fact that in the interest of the disabled soldier particularly the bills of the schools should be paid with as much promptness as possible; and I am even now instituting a system of clerks that will cover certain schools to see to it that their bills are made out properly; that the authority is attached to the bill, so that they shall be paid more promptly and there will be no excuse from our end for not making prompt payment of those bills.

Mr. REED. Now, right there, Doctor, you are answering very fully—approximately how many schools now are unpaid covering a period of several months?

Mr. CLARK. I think there are very few old bills out.

Mr. REED. What do you mean by "old bills"?

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Mr. CLARK. A bill that has been rendered 30 days.

Mr. REED. You claim that practically all bills more than 30 days old are paid?

Mr. CLARK. Most bills more than 30 days old, I think, are paid.

Mr. REED. How many would you say older than that are not paid?

Mr. CLARK. I would very much prefer to make a complete answer and a satisfactory answer to that by having you give me that question and I will submit the thing and send it to the chairman.

Mr. REED. Will you kindly do that?

Mr. CLARK. I will be very glad to do it, and if there is any other question of a direct nature which I would prefer, since it should be accurate, not to give a general answer to, I would like to have it in that form.

Mr. REED. And the name of the institution, if you will.

Now, I want to ask you another question right there in regard to the morale.

Mr. CLARK. May I have that question exactly as you want it?

Mr. REED. How many bills more than 30 days old are unpaid, and the name of the institution to which the money is owing, and the amount?

Now, Doctor, I want to ask you another question in regard to the morale of your office. Have you ever called all of the employees of your office together and impressed upon them the importance of this work and outlined to them your policy?

Mr. CLARK. There have been conferences during the time that I have been in the office.

Mr. REED. Yes; but I am asking you this question: Did you ever call all of these employees together and put the big human side of this proposition up to them as an organization, and outline your policy?

Mr. CLARK. I have done it, and I think it would be well to do it a good many times. I have not done that as often as my chief would like to have me do it. I have been impressed by my chief in Washington of the value of these conferences, of getting the men together and outlining the policy; and, as you say very properly, of drawing attention to the big human side of this. The rush of business in the office has not permitted it to be done as often as I should have liked.

Mr. REED. Could you state approximately how many conferences you have had—that is, in weeks or months—of the heads of these five departments that you spoke about?

Mr. CLARK. They are occurring almost every day.

Mr. REED. You are holding conferences approximately every day?

Mr. CLARK. You understand what I mean. Some question comes up; it is a question of policy; I have no pride of opinion and I want to get our five section heads working together; they are called in, just by telephone, to come over for a few minutes, and we are brought together in that informal way; I get the concensus of opinion about it and I feel that I am calling upon the whole office by doing that, and it is done very informally.

Mr. REED. Have you had conferences with your supervisors?

Mr. CLARK. These are the men I am telling you about.

Mr. REED. I was speaking about the five.

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Mr. CLARK. The supervisors are the five heads. I call them supervisors, the medical officer, the case officer, the supervisor of training, the supervisor of advisement and placement, and the chief clerk. Those are the five sections in the office.

Mr. REED. And do you consider—if you have one particular line of complaints coming in to some one or all of these officers, do you sit down and try to work out those problems in these conferences so they will all understand?

Mr. CLARK. Yes; and not only that but their section conferences, the head of a section, the supervisor of training and advisement, holds frequent conferences of his men. The new procedure is explained to them very carefully; the problems, the training problems, are discussed; any man can make suggestions; any man can bring up particularly distressing cases; any man can bring up any problem of any sort and discuss with his supervisor those problems.

That is done frequently in the office. I am trying to confess that it would be well for a mass meeting of all the officers to be held not infrequently, but it has been very difficult—I have fallen down in that respect—it has been very difficult on account of the pressure of work in the office. If you could see the work that comes over my desk—it unfortunately anchors me there when I want so much to do so much of the human side of the work which I simply can not do.

Mr. REED. Let me ask you another question. When did you first begin holding these conferences after you went into the office? How soon after you first went into the office did you hold the first mass meeting?

Mr. CLARK. I have been identified with a good many conferences from the very time I went into the work.

Mr. REED. But your first conference after you first went in.

Mr. CLARK. I held a series of conferences.

Mr. REED. Did you get all of the people together soon after you went in?

Mr. CLARK. I did not.

Mr. REED. Don't you think that is a good idea to do that?

Mr. CLARK. I do, most assuredly. It has been on my mind to do it. I have planned to do it, but simply have not been able to get it over.

Mr. REED. Now, I want to ask you another question. What percentage of these 200 or more employees in the office are civil-service employees?

Mr. CLARK. Very nearly all of our clerk personnel are on the civil-service list. There are a few temporary employees brought in to do special clean-up jobs for a few days, and those we are permitted to employ by the local civil-service commissioner. Our relations with the local civil-service commissioner have always been particularly cordial, and we have always been very frank about our arrangements.

Mr. REED. And were these people interviewed at all and looked over before coming in?

Mr. CLARK. Absolutely so. When I was executive manager I was also personnel officer, and I tried very hard to improve the personnel by selection.

Mr. REED. Now, I want to ask you one other question here. I am practically through. You say there would be anywhere from

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100 to 150 boys a day coming into the office. How many of that number of boys would come there for the purpose of an examination, a medical examination?

Mr. CLARK. There would always be quite a number.

Mr. REED. About how many?

Mr. CLARK. Oh, they would vary from 25 to 50 examinations.

Mr. REED. And how many doctors did you have there available to make those examinations after you came into the office?

Mr. CLARK. Before we enlarged the office that was one of the very grave problems, how to get space. You must have room, you understand, and how to get enough space to take care of the men was a problem.

Mr. REED. I understand, but this is my question there: How many doctors did you have after you went in there to look after these boys, to make medical examinations?

Mr. CLARK. Just one minute—we had four examining rooms, and we had two nights for examination—Monday night and Wednesday night.

Mr. REED. That limited number of doctors necessitated many boys waiting over?

Mr. CLARK. That limited number of doctors necessitated boys waiting over, and we just absolutely did the very best we could with the space we had.

Mr. REED. When you got the new space, how many doctors did you have?

Mr. CLARK. At the present time we have on the fourth floor of this building the Public Health Service with its large personnel. We have space for three or four examining rooms in our own office; I have a working arrangement with the head of the Public Health Service to take our examinations over.

Mr. REED. I understand you are making a word picture that is very vivid and very interesting, but what I want to get at is, if you know, how many doctors are available now to take care of these boys and carry on a prompt medical examination at one time?

Mr. CLARK. The personnel of the Public Health Service and our own personnel. There should not be any long waits at all.

Mr. REED. I know, but about how many doctors are available?

Mr. CLARK. Perhaps 10.

Mr. REED. And you still have this steady stream of 100 to 150 boys coming in there, a large percentage of whom desire medical examination?

Mr. CLARK. There are less men now who are to be examined, for another reason that I will tell you.

Mr. REED. Now just right there I just want to get this one point. Are many boys now being held up because they have not doctors available to make examinations?

Mr. CLARK. They are not.

Mr. REED. They are being taken care of promptly?

Mr. CLARK. They are being taken care of with reasonable promptness.

Mr. REED. There are not many of them waiting over one or two or three or four days?

Mr. CLARK. No, sir.

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Mr. REED. You know there has been a lot of criticism of boys who waited and were away from home and short of money, waiting for these examinations?

Mr. CLARK. Yes; but if a boy was away from home and short of money and had to wait over, he had meals and lodgings furnished him, even in the old days, which should be kept in mind.

Mr. REED. I am not going to ask this, but I assume that somebody else will go into it, if you have time, in regard to that figure system and why that was not corrected.

Mr. BURROUGHS. Mr. Clark, just a few questions. I was unfortunately detained this morning, so that I did not hear the first part of your statement.

Have you stated the salary at which you were originally appointed with the Federal board?

Mr. CLARK. I have not. It was $3,000.

Mr. BURROUGHS. And what is the salary which you receive now?

Mr. CLARK. $3,600.

Mr. BURROUGHS. When was that raise made?

Mr. CLARK. That was raised—to $3,600?

Mr. BURROUGHS. Yes.

Mr. CLARK. I can not tell you exactly. I think it was sometime in November.

Mr. BURROUGHS. November of this year?

Mr. CLARK. Yes; I do not make that as a positive statement.

Mr. BURROUGHS. Was that about the time when you became acting D. V. O.?

Mr. CLARK. Oh, no; I became acting D. V. O. in the middle of January, this year.

Mr. BURROUGHS. So that you began to receive the $3,600, your present salary, before you became acting D. V. O.?

Mr. CLARK. Yes; my salary is still $3,600; that is what I am actually receiving.

Mr. BURROUGHS. How many men—about how many men have you now in institutional training?

Mr. CLARK. About 3,800 men in institutional training.

Mr. BURROUGHS. I suppose every one of those 3,800 men is entitled to and ought to receive for their own good, and for the protection of the Government as well, some form of follow up?

Mr. CLARK. There is no question in the world about it.

Mr. BURROUGHS. Are they getting it?

Mr. CLARK. They are getting the very best that we can give with the limited number of men that we have.

Mr. BURROUGHS. But I understand you to say that it is woefully inadequate yet?

Mr. CLARK. It is woefully inadequate.

Mr. BURROUGHS. Not anywhere near what you think it should be?

Mr. CLARK. It is not anywhere near what I think it should be.

Mr. BURROUGHS. How many men do you have at present to do that work?

Mr. CLARK. I should say that 25 men did a little of it, and perhaps 10 men were pretty constantly on the go in making inspections from school to school. You see, all these men that do this follow-up work are in the office at certain hours doing all sorts of training office work and meeting men who must see them about their courses.

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Mr. BURROUGHS. So that to do the follow-up work for 3,800 men you have 10 men whose services are practically available all the time, and perhaps 15 more whose services are available a part of the time?

Mr. CLARK. Perhaps 25 do some follow-up work; others, perhaps 10, do more follow-up work than office work. But even the 10 are not doing exclusive follow-up work; they can not and get the job over in the office.

Mr. BURROUGHS. How many men should any official have under his supervision in the follow-up work?

Mr. CLARK. It all depends, Mr. Burroughs, upon the school. It all depends upon how many schools a man may have and how far those schools are separated. It is a question of geography.

Mr. BURROUGHS. What would be an outside limit, would you think, even right in New York City?

Mr. CLARK. If we did this follow-up work really well, in some schools where the men represented rather difficult cases, and there was one man for 50, I think if he did his whole work and we discharged our whole obligation to those 50 men, he could be a very busy man.

Mr. BURROUGHS. That would require some 75 men?

Mr. CLARK. Yes.

Mr. BURROUGHS. In this particular department?

Mr. CLARK. Yes; and you must understand that with the 25,000 men, whose cases we hope to settle within the next 90 days, there will be added to the number that we already have, a very large number, probably as many again.

Mr. BURROUGHS. Have you called the attention of the central board to this situation?

Mr. CLARK. I have; and they have been giving such assistance as they could from time to time. I am even now, to-day, planning for more men, and I am hoping that, to an extent anyway, we can get relief in the next few days, the next two weeks.

Mr. BURROUGHS. Have you at any time made recommendations to the central board for any change, such changes as you considered necessary in the methods?

Mr. CLARK. I have. I have made some rather radical suggestions.

Mr. BURROUGHS. I don't know but what you have already referred to that.

Mr. CLARK. I don't know that I have.

Mr. BURROUGHS. I wish you would, if you have not.

Mr. CLARK. I have made some rather radical suggestions.

Mr. BURROUGHS. What are they?

Mr. CLARK. For instance, I made the suggestion that all appeal cases be settled in the district office.

Mr. BURROUGHS. You believe that should be done?

Mr. CLARK. It is being done. Within a very short time that suggestion was met, and we now have an appeal board in the office. The appeal board is composed of the D. V. O., the district medical officer, and the central office representative, who rates the cases.

Mr. BURROUGHS. Is that the board that has been referred to here as the "case board"?

Mr. CLARK. No, the case board no longer exists. The whole procedure has been changed.

Mr. BURROUGHS. Mr. Clark, before I forget it, would it be very much trouble for you to submit a rather definite detailed statement

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here showing just exactly the present method of procedure from the time the man—from the time you get the first contact with the man until you get a final determination of his case?

Mr. CLARK. You mean submit it verbally?

Mr. BURROUGHS. No.

Mr. CLARK. In writing?

Mr. BURROUGHS. Perhaps you would prefer to submit it in writing.

Mr. CLARK. I should be very glad to do it.

Mr. BURROUGHS. I would be glad to have you do that, because there have been two or three different statements made here in regard to that, and I personally am in some doubt as to just what the method is.

Mr. CLARK. The method has changed with the changing procedure. All I can do now is to give you the present method.

I want to say, if you will pardon me, that while I made that recommendation in regard to the district office having its own appeal board and settling the cases in order to get speed, and in order if necessary to call the man himself before the board so that he could present his own case, that while I made that suggestion I am not assuming that it was at my suggestion it was done. It is quite possible that other men had made the same suggestion; it is quite possible that the men in central office itself may have already decided to do that, even before my letter came in. I don't want to be put in a false position in this matter.

Mr. BURROUGHS. It has been said here that, leaving out exceptional cases, the general run of cases that come to the office take in the neighborhood of a month from the time you first make the contact with the man until there is a final determination of his case. What would you say to that?

Mr. CLARK. At the present minute in both Buffalo and Syracuse they are settling cases to-day, cases that came in, new contacts; settling old cases that were not settled—absolutely settling them and giving them authority to go into training where they are section 2 cases and where can determine their course and the men are there for the purpose.

The same system prevails now in the office. The rule of the office there is now—because we have the facilities, you understand, that we did not have formerly—the rule of the office is "Don't let a single man get out of this office if you can complete his case to-day." I put my fist up not infrequently now as I go around—"Remember that that is the rule of the office." I will not positively state that that always happens, because, as I have already related here, it may be a very difficult thing with a border line case, with a very difficult case, to settle it all that way, but if it is a clear case it can be done; the machinery is there and it is being done every day in many cases.

Mr. BURROUGHS. Would it be possible for you to take—to make an abstract or statement showing the total number of cases, we will say, for a month's time—take last month, the total number of cases, original cases, new cases, that have come to you in that time, and have that number show how many have been settled in that months' time and the length of time?

Mr. CLARK. What do you mean by "new cases?"

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Mr. BURROUGHS. Well, the first time it has come to you. I imagine some men come in several times to you.

Mr. CLARK. Yes.

Mr. BURROUGHS. A man might come in to register, and then he might come back again several times in connection with his case.

Mr. CLARK. Yes; but there are comparatively few men now coming in for the first time to register, you know—comparatively few. It did run about 300 a month that were brand new cases, but as time goes on that number is dwindling, don't you know. There is still a considerable number.

Mr. BURROUGHS. All I care for is the original cases, to show if I can the approximate length of time that it has taken to settle those cases; because the statement has been made here that on an average it is taking you a month to settle a case now.

Mr. CLARK. Yes.

Mr. BURROUGHS. If that is true, I would like to have it shown; if it is not true, I would like to have it shown.

Mr. CLARK. You want the absolutely new cases?

Mr. BURROUGHS. Yes.

Mr. CLARK. For the last 30 days?

Mr. BURROUGHS. Yes.

Mr. CLARK. That would not be altogether fair.

Mr. BURROUGHS. What would be fair?

Mr. CLARK. I will tell you why. We were almost 10 days moving that great office, on account of the handicaps of moving into a new building, you know—very bad service—and that would eat quite a hole into 30 days.

Mr. BURROUGHS. How about 60 days? Suppose we make it the last 60 days.

Mr. CLARK. That is history. This will be giving you a little abstract, the date that the man entered and just exactly what happened since.

Mr. BURROUGHS. Showing how long it took to get a final determination of his case.

Mr. CLARK. You will have the abstract of each case.

Mr. BURROUGHS. And to get him into training.

Mr. CLARK. You will have the abstract of each case and you will know exactly the status of that case right now.

Mr. BURROUGHS. Now will that be a very burdensome task for you?

Mr. CLARK. It can easily be done.

Mr. BURROUGHS. I think it would be helpful if you can have that, in view of what has been said.

You spoke of a piece of testimony that you heard here sometime, I think when you were here in the early part of the hearings, where some absurd conclusion, as you stated, was drawn from the statement of facts. Now what was that?

Mr. CLARK. I am not particularly eager to testify when a lady is brought into the matter, but——

Mr. BURROUGHS (interposing). Well, we must not be too squeamish about those things. We want to get at the facts.

Mr. CLARK. I think there is some testimony—I would rather like to have it read—perhaps someone could find it—in which it was alleged that I said something about charity, implying that I thought that the men who came there for education were seeking charity. It

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was in connection with a certain matter which I adjusted, and I remember very distinctly the case. If I could have that read, I could more clearly address myself to it.

Mr. BURROUGHS. The chairman has called my attention to the testimony. I think this must be what you refer to. It is found at the bottom of page 243, part 5 of the hearings, and appears in the testimony of Mrs. Jacobs. It was this. The chairman asked the question:

> Does that represent the statement of one of the board or one of the applicants, that no red-blooded man would come in there?
>
> Mrs. JACOBS. It was made by a member of the board to me personally here in this case. I was asking Mr. Clark for leniency in the case of a man who was sick, to keep his case on, so that he need not be in a position of want; to let him get well; to let him come back; to give him an extra chance and an extra sick leave that he might get back and study; and Mr. Clark then spoke of the business of the vocational board as having nothing to do with charity. When it militated against the man it was called charity, and also when it militated against the man it was denied as a charity.

Was that what you remember?

Mr. CLARK. I think very likely that is the testimony that I heard at the time. Mrs. Jacobs not infrequently came into the office. We have a liaison officer there, representing the American Red Cross. They have 8 or 10 young women there assisting the liaison officer, and when I first came to the office not infrequently members of the Red Cross would be seen about the office engaging the attention of our officers, and Mrs. Jacobs was more or less conspicuous at that time. She was there quite a bit, and finally I felt that the time of these men was being wasted, and that inasmuch as we had a liaison officer, she should have her cases adjusted in the Red Cross office. I went to Capt. Franklin, the liaison officer, and I said, "Won't you be kind enough hereafter to say to your Red Cross personnel when they come into the office that you would like to have them come directly into the Red Cross office? If they are interested in any particular case, the information will be given to them by you. We have a working arrangement with you, and in this way the time of our training officers will be saved and the work will go on much more smoothly." He spoke to Mrs. Jacobs, and after that in the main when she came there she went to the Red Cross office. I only recall speaking to her after that incident—I only recall speaking to her twice; one time it was a matter of no particular consequence; the second time she brought me a young man, a young married man, and he was attending Columbia University. She made the statement that the $150 a month that he was receiving was not sufficient. I called in Capt. Franklin—since we have no means except with the Elks' Fund of giving loans—I called in Capt. Franklin and suddenly the idea came to me to ask him if his wife could do clerical work, and he said he thought she could. I said, "It so happens that the Civil Service permits me to employ on short-time service file clerks at night. We have a big job on now, and I can take your wife on and she will be paid $3.25 a night. That will supplement what you get, and you will have very nearly $200 a month coming in."

Mrs. Jacobs rather objected to the idea. The young man wanted his wife at home at night, she said, and that sort of thing. It all seemed to me very sentimental and very foolish, and I quickly said to him, "Don't you see, young man, that that is a very wise arrangement? Here are you two young people; you are helping each other

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out. That is a pretty good foundation for a young married couple to start out on. That is good business, it seems to me. Then you won't be receiving aid from anybody; you won't be receiving any charity from anybody: you will be on a self-supporting basis. I think this is a fine arrangement." The arrangement went into effect. The madam is working there now. I have frequently spoken to her. She seems to be very happy, and the arrangement seems to be very wise. That was the only reference that I can recall having made about charity.

Mr. BURROUGHS. The charge has been made here—or the statement has been made—that the lack of esprit de corps or morale—unity of purpose—as it has been variously termed by different witnesses in the New York office—is due primarily to a lack of administrative or executive ability on the part of the D. V. O. Of course, that is a pretty personal question which comes directly up to you. I wanted you to know that that charge had been made; if you care to make any statement with reference to it, we would be glad to hear it.

Mr. CLARK. I do not think I can undertake to be my own press agent, but I am perfectly willing to be replaced if the Federal board and the gentlemen of the Federal board think that; and not only that, but I am perfectly willing and rather eager to have you make a canvass of the heads of the various sections in the New York office; and I should be only too happy if you called one man after the other in the New York office and asked him that very direct question. I may be over optimistic, but I think you will get a rather interesting answer.

Mr. BURROUGHS. Have you given to the committee the names, so that they may be made a part of the record—the names of those who are at the heads of the different departments in the New York office?

Mr. CLARK. I have not. I should be very glad to give them.

Mr. BURROUGHS. Will you do that?

Mr. CLARK. The chief clerk's name is William J. Moulton. The head of the placement department is Stillman A. Benway. The head of the training department, the training and advisement department, is P. H. Smiley. The head of the medical department is Dr. Bell, McKelvey Bell. The head of the case office is Mr. Saxton, L. P. Saxton.

Mr. BURROUGHS. How many of those men have come there since you have come into the office?

Mr. CLARK. Barring Mr. Moulton, the chief clerk, all of them.

Mr. BURROUGHS. How many of them hold their present positions because of your recommendation?

Mr. CLARK. Not a single one.

Mr. BURROUGHS. With reference to how many of those men is it true that you have any power whatever with reference to their removal?

Mr. CLARK. Theoretically I have the power of recommendation that a man shall be removed, and I am quite sure that the working arrangement with central office is sufficiently cordial and strong so that if I gave good cause, if I had good cause for the removal of an officer, in due course he would be removed. I am quite sure of that. You must understand it is not like a commercial concern, though; it can not be like it.

Mr. BURROUGHS. I think, Mr. Chairman, that is all I care to ask.

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Mr. ROBSION. Dr. Clark, I know you are tired, and we are all tired, and I am going to ask you a few brief and what I think are pointed questions, and I wish you would make your answers brief so that we can get through.

As I have understood you, you now have a rule by which you try to dispose of a case in a day?

Mr. CLARK. Provided the evidence is clear.

Mr. ROBSION. Well, that is the general rule?

Mr. CLARK. Yes.

Mr. ROBSION. When was that rule adopted?

Mr. CLARK. That rule is almost as old as the office, as far as being a rule is concerned, to never let a man—to never permit a man to come back again if you can finish up his work while he is there, but the machinery for actually accomplishing that work is now—we have got the machinery now for actually accomplishing that.

Mr. ROBSION. Well, has it been put in force or are you simply ready to put it in force?

Mr. CLARK. It has actually been put in force.

Mr. ROBSION. When was it put in force?

Mr. CLARK. When we had an eligibility man.

Mr. ROBSION. Just tell me when. The time is all I am asking for. I don't want to interrupt you, but I just want to get through quickly.

Mr. CLARK. Well, I want to think. In order to make a perfectly accurate answer on that may I ask a question of my chief?

Mr. ROBSION. Yes.

Mr. CLARK (addressing Mr. Lamkin). When did 82 come out?

Mr. LAMKIN. It was dated the 9th of January.

Mr. CLARK. I should say in January. That was what we call our charter of freedom.

Mr. ROBSION. You have been acting under that rule, then, since the 9th of January?

Mr. CLARK. Yes, sir.

Mr. ROBSION. Well, Mr. Burroughs asked you to submit a list of cases of some particular month. I should like to ask you to submit the cases that were filed in the month of May, say, 1919; the date of their filing and their present status; when final action was taken, and the cases that have not yet been acted upon.

Mr. CLARK. Just let me get that once more. The cases for the month of May, 1919, the date of the filing of those cases, and the action taken?

Mr. ROBSION. The final action taken, the date of the final action taken, if it has been taken.

Mr. CLARK. That will include whether it is final or otherwise—the action taken.

Mr. ROBSION. Also I want a list of those that have not been acted on at all—no final disposition.

Mr. CLARK. You mean the total number of cases in the office now which have not been acted on, for the month of May?

Mr. ROBSION. We want to know when they were filed and when they were finally disposed of, if they were disposed of, and those that have not yet been disposed of, if any there be.

Now, you have put men in the cities of Buffalo, Syracuse, and other places. When was that plan adopted or put in force?

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Mr. CLARK. That was a pet plan of mine in the days of Mr. Farwell's administration.

Mr. ROBSION. When was it put in force?

Mr. CLARK. It was put in force this week. It was not feasible to put it in force before.

Mr. ROBSION. And I notice that you state that you now have seven men for a case. When was that plan put into force?

Mr. CLARK. I have what?

Mr. ROBSION. Seven men to act on each case.

Mr. CLARK. I don't think you quite got my statement. I don't recall having said that. In what connection, please?

Mr. ROBSION. Why, in connection with your statement that matters were being expedited—"A group of seven men has been assigned to meet every former service man whose case has not yet been settled."

Mr. CLARK. You mean speaking of this itinerary?

Mr. ROBSION. Oh, no; of the New York office, the general plan of the vocational board.

Mr. CLARK. I think perhaps I was speaking of the joint committee. I don't quite get the connection yet.

Mr. ROBSION. Well, on March 31, 1920, was it the board, your office, or the general board here, the central office—did you give out that statement to the press that you had seven men to take care of each case?

Mr. CLARK. Oh, I think you are speaking about the eligibility squad now, aren't you?

Mr. ROBSION. Whatever it is.

Mr. CLARK. There was an eligibility squad sent out to each district to review all cases and mark as eligible for training those that were eligible for training with subsistence pay; to mark those that were eligible for training without subsistence pay, and put other markings there which would indicate those who were eligible for section 2 training, provided certain evidence was collected and put into the folder.

Mr. ROBSION. Now when was that plan put in force?

Mr. CLARK. That plan was put in force in December, in our office. It trailed over into the early part of January.

Mr. ROBSION. Well, the statement that appeared in the press was a new proposition dated March 31, 1920.

Mr. CLARK. I don't believe we are connecting up with the same thing.

Mr. ROBSION. Well, here it is taken from the New York News, March 31, 1920. It is headed "Board will settle quickly disabled soldier cases."

Mr. CLARK. Oh, that throws all the light in the world on it. That is the plan that I have been discussing, the itinerary of these two squads that undertake to clean up all of the cases in certain sections. For instance, in a certain given territory around Buffalo and a certain given territory around Syracuse and Oswego, and a group of towns, and coming down to Newark——

Mr. ROBSION (interposing). Well, this is March 31, 1920—is that the proper date when that was put in force? Is that the correct time, a correct statement of the time?

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Mr. CLARK. No, I think it would have been very much better if it had been done before. I don't think there is any question about that.

Mr. ROBSION. I know, but is that the time that it was put in force?

Mr. CLARK. Oh, yes, yes—I am getting you now.

Mr. ROBSION. Now, you say that after this investigation is over you expect to get things together and increase or improve the morale 50 per cent. What do you mean by that statement?

Mr. CLARK. I mean by that statement that I have not been able for the last two months to give all that I should give and can give to the work of the office. We are in new quarters now; we have no excuse at all as regards space; we have the proper amount of space; I believe that with the inauguration of certain improvements which have been made, by more power being given to the office, and taking it altogether I think we are going to be able to make the office very much more efficient.

Mr. ROBSION. What percentage did you figure the morale of that office was now, if you are going to increase it 50 per cent? What percentage do you say it is now of efficiency?

Mr. CLARK. I am afraid you are dealing in mathematics now, and you have got me in wrong. I am afraid I can't answer that very satisfactorily.

I think the office now is very much more efficient than it ever was in its history before. I will tell you that point blank, and I am just as sure as I am that I am sitting here, that every officer there now, free as a bird to say what he pleases, will say the same thing. But it can be made more efficient, and as I have said over and over again, it is not as efficient as I would like to have it.

Mr. ROBSION. You say now that it is more efficient than it has ever been, yet you can increase its efficiency 50 per cent or raise the morale 50 per cent.

Mr. CLARK. Of course, you understand that is a statement that must not be taken too accurately. I mean by that it can be very greatly increased. There is no question about that.

Mr. ROBSION. So that if you take the morale and efficiency back six or eight months ago, it was pretty low in percentage, wasn't it?

Mr. CLARK. Well, it is not very kind to speak about your predecessor, except one predecessor, and that is Mr. Farwell, and I speak with the utmost kindness of him. Any progress that we are making now is merely cumulative progress, momentum that was given when Mr. Farwell came.

Mr. ROBSION. Your work, you say, has been crippled on account of help, or lack of force, lack of help. Is there any trouble now on account of space, or has there been trouble?

Mr. CLARK. There is no trouble at all on account of space now. There has been very serious trouble. If the board of health had made an examination they would probably have shut our doors.

Mr. ROBSION. If I have understood your figure, the total registration of the New York office was 30,434.

Mr. CLARK. That figure is the figure furnished by the eligibility squad when they did their work in December.

Mr. ROBSION. Well, continuing the question, and that there has been put into training up to date 4,561, or approximately 14 per

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cent. And I gather further from your statement that you hope within the next 30 days to practically clean up this present registration?

Mr. CLARK. Yes, sir; that is a very deliberate statement.

Mr. ROBSION. Well, now, how long has the board been handling or passing upon and disposing of this 14 per cent?

Mr. CLARK. Since the opening of the office in September, 1918. Of course those figures are up to February. The figures are very much improved since then.

Mr. ROBSION. And don't you think you will have to go some to handle 86 per cent in the next 90 days?

Mr. CLARK. I most assuredly do, but we have learned the game; we have learned the game and we have got the machinery now, and there is no reason why it can not be done.

Mr. ROBSION. You seem to be somewhat wrought up over the statements in the New York Evening Post which pointed out, I believe, that there were only 3,199 men in training, when it should have stated substantially 4,200.

Mr. CLARK. Those were December figures.

Mr. ROBSION. Have you got the statement of the Evening Post before you on that point, so that we may get right on that?

Mr. CLARK. I haven't got it before me. Perhaps Mr. Littledale has it. It is of February 18—the issue of February 18—the headlines in the Post of the issue of February 18.

Mr. ROBSION. But doesn't that statement say that there were 3,199 men in training on the 17th day of January, 1920?

Mr. CLARK. No; that statement says in the headlines "3,199 in training here," and the date of the paper is February 18, and any person that simply reads the headlines of an article would draw the conclusion that there were 3,199 in training here in New York on February 18.

Mr. ROBSION. But, Dr. Clark, a man of your wide learning and experience would not decide what was in an article by simply reading the headlines, would you?

Mr. CLARK. No; that is very true. If they read the article all through, they might see it corrected; if they did not, they not would see it.

Mr. ROBSION. What I was trying to get at was to be fair to you and to the board and to the Evening Post. I think if you read the article, the article states that on January 17, 1920, there were only 3,199 men there.

Mr. CLARK. If the Post stated that, it stated an untruth. There were more men in training at that date.

Mr. ROBSION. Now, on that I might say to you that that is the statement of the central office in Washington.

Mr. CLARK. On January that there were 3,199 men in training—in January?

Mr. ROBSION. That is the statement furnished by the central office in Washington, and Mr. Littledale in the Evening Post has merely quoted from the statement furnished to them by the central office in Washington.

Mr. CLARK. As of February 18. I mean he printed in the issue of February 18 in the headlines "3,199 men in training here." I am still going back to that.

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Mr. ROBSION. But I am saying if you read the article—and there is no misstatement—you just differ as to the time. At the time you speak of there were more men in training?

Mr. CLARK. Yes.

Mr. ROBSION. But at the time that it says in the article, I understand that the board gives that statement themselves—those figures?

Mr. CLARK. Yes; those are the actual figures given to Mr. Littledale by central office, I think you will find, in the December figures.

Mr. ROBSION. We will get at that later. I believe you and Mr. Monroe were in business together, were you not?

Mr. CLARK. I was associated with an enterprise with Mr. Munroe a long while ago.

Mr. ROBSION. What business was that?

Mr. CLARK. It was a manufacturing company.

Mr. ROBSION. You said, I believe, that you and he lost money. Was that the one in which you lost money?

Mr. CLARK. No, sir.

Mr. ROBSION. Were you and Mr. Munroe schoolmates together?

Mr. CLARK. No, sir.

Mr. BRAND. You were schoolmates with Mr. Dallinger, a member of this committee, were you not? You were in college with Mr. Dallinger?

Mr. CLARK. Yes.

Mr. BRAND. Were you classmates?

Mr. CLARK. Yes.

Mr. BRAND. At Harvard?

Mr. CLARK. Yes.

Mr. ROBSION. I just want to complete the history. I think it would be a good recommendation. If I have gathered your thought correctly as to the situation in the beginning of this work up to the present, the work has been retarded somewhat because of the two much centralization in Washington. Is that true?

Mr. CLARK. I think that has been a fault of the past. I think that there is no question about it at all in my mind.

Mr. ROBSION. You feel that it would help the service somewhat to rather decentralize it, give more authority to the division vocational officers, with the power or the authority to hire and fire.

Mr. CLARK. That would be fine.

Mr. ROBSION. Would not that raise the morale?

Mr. CLARK. It certainly would and then with perfect absolute propriety you could say to the head of the office, "Deliver the goods or get out." There would be some justice in that; that is true.

Mr. ROBSION. It is true, is it not, that by the system of selecting the men working on that character of work, through the civil service examinations, although they may be ever so fair and well trained for examinations of that sort, that men must necessarily slip into the work that are not fitted for that work at all?

Mr. CLARK. Yes; and the amazing thing is that there are so few of them. Take the men in the New York office—there are very, very few that I would want to see out of the office. I really and truly think that the service and the spirit of the service is such that it really brings the best out of the most of these men.

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Mr. ROBSION. Would you mind naming to the committee the leading men or any of the leading men in the New York office that you think ought to be out of there to help the service?

Mr. CLARK. I made certain recommendations to my chief.

Mr. ROBSION. What are they?

Mr. CLARK. I really wish you would excuse me on that. That is, the recommendations I made some time ago, and just at this time I really would like to——

Mr. ROBSION (interposing). The reason I would like to know for myself, and members of the committee would like to know, is that there is quite a conflict of statements of the fact and of opinion between yourself and some members of your office force up there and, so far as I am concerned, I would like to get right into the merits of that and see what motive, if any, there is behind it.

Mr. CLARK. I do not think if you went through that office with a fine-tooth comb you will find two men come down here, beyond two of the three men that have appeared here, who would say a single adverse thing against the head of the office. I am not entirely and absolutely satisfied with the idea of all things and never would be, but they would not say a really adverse thing about the head of the office.

Mr. ROBSION. Do you think that the men who have appeared here have, as you say, "got it in for you"?

Mr. CLARK. I think there are two of the three men who appeared here who would be much better out of the New York office. One or two of them have a history, and in Mr. Farwell's time it was thought by him that they would be very much better out of the office.

Mr. ROBSION. And they think that you ought to be out.

Mr. CLARK. There you are.

Mr. ROBSION. You think that they ought to be out, and now you are calling upon the chief.

Mr. CLARK. I am calling on the chief to settle it. Between you and me I would like to see a show-down.

Mr. ROBSION. You have already recommended that?

Mr. CLARK. I have recommended and urged it, and now I hope that in spite of this investigation that is going on, and regardless of this investigation, I hope that will be acted upon, so long as it has been drawn out of me, that that will be acted upon quickly, and that will be one of the things that will materially help the discipline of the New York office.

Mr. ROBSION. What is there about the men that unfits them for that work?

Mr. CLARK. I can give in the case of one man recommendations founded upon specific opinions of five of the supervisors in addition to mine.

Mr. ROBSION. I mean in connection with this work.

Mr. CLARK. In connection with this work, and those will be——

Mr. ROBSION (interposing). I want you to speak in general terms, because we have not time to go into all the details.

Mr. BRAND. I would like to have him finish the answer to that question.

Mr. ROBSION. What is there about these men that you feel unfits them for this work in general terms?

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Mr. CLARK. In the case of one man totally incompetent, and in the case of another man absolute interference with things that in no way concern him and which makes the supervisors involved very much perturbed and makes their work very much harder, and, to use a common expression, continually "butts into" things that do not concern him and makes it very difficult, and other things besides.

Mr. ROBSION. One of those two men, Mr. Meyer, has been passed upon by the Civil Service Commission as qualified as D. V. O., has he not?

Mr. CLARK. (Response inaudible.)

Mr. ROBSION. I did not get your answer.

Mr. CLARK. I do not think it calls for an answer. Do you want me to answer that?

Mr. ROBSION. Yes.

Mr. CLARK. That is news to me.

Mr. ROBSION. You spoke about submitting your application to the Civil Service Commission. You were advised that your application could not be acted upon, were you not?

Mr. CLARK. When?

Mr. ROBSION. By the Civil Service Commission.

Mr. CLARK. I was advised in January—I think it was January—that no exemption could be made in my case, because I was not while in the service abroad either a member of the Army or Navy, and that no exemption was given to the Red Cross personally, that therefore the July 1 examination could not be reopened for me because it was closed.

Mr. ROBSION. That is, that you filed your application to be examined for this purpose after the examinations had been closed?

Mr. CLARK. Yes; it was closed in 1919, quite early; in February, I think.

Mr. ROBSION. So that there was no chance or possibility that you could be examined or receive a commission from the civil service?

Mr. CLARK. No; I wrote the commission, with the answer that I have given you, that he heads examined into the law and they found that only those who were identified with the Army or the Navy could have an examination, which had been closed, reopened for them.

Mr. ROBSION. Now, Mr. Clark, do you understand how it is that you can be retained in office when it is known to the board and to yourself that you can not obtain a civil-service status?

Mr. CLARK. The only thing that I know is that there was a prospect of an appointment. I do not know whether it was pending an examination taken some time later or not. As a matter of fact, I have been too busy to be interested in these personal matters. That is the exact truth, and I also feel that so long as this is being dragged out of me, most particularly, that you will never be able to get, except by accident and the grace of God, a man to handle the New York office from some D. V. O. list. I have seen two or three who have passed examinations on the D. V. O. list and I would not hire them in a responsible position. That is my personal opinion and feeling.

Mr. ROBSION. I think it is a bad way to select a D. V. O. officer myself. I thought that was the law.

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Mr. CLARK. As a matter of fact, it is a very difficult position under any circumstances, and if the man—I am not pleading for myself because I have covered that this morning—but if a man is successful, that ought to be sufficient proof.

Mr. ROBSION. If he is a successful D. V. O. officer in the New York office, he ought to be able to go anywhere and get more money.

Mr. CLARK. I think so myself. I am not worrying a little bit. The thing that attracts me is not this $3,600, but opportunity of service, and the only reason I stay, even if the board wants me to stay, is because of that opportunity for service.

Mr. ROBSION. And you say to the committee and to the board that if they feel that your service is not what it ought to be there, that you would be very glad to step out and let another fellow try?

Mr. CLARK. I go further than that and say to the committee and say to the board that I have served in the New York office for eight months. If you can get somebody else who can do the job better the work so perfectly tremendous in its importance, it is your bounden duty to replace me. I take that stand.

Mr. ROBSION. Now, it has been stated here and brought out in the questioning that the average time with regard to one of these cases is a month. I had an entirely different impression about that. Is not the average time much longer than a month?

Mr. CLARK. No; I do not think so.

Mr. ROBSION. Take the number of cases filed, 30,000, and the number that is passed upon or not passed upon, will not the average be several months?

Mr. CLARK. Of course, you can not possibly make generalizations of that kind. You can not do it. You have got to examine. If you want to do that you have got to examine these folders and know the cases. You will see that many of these folders have three or four letters that have been not answered.

Mr. ROBSION. I am not questioning it in the way of undertaking to criticize that it might have been done sooner, but is it not the fact that the average time is much longer than a month and is several months, that is, considering the time when they begin to file up to now?

Mr. CLARK. I should very seriously question that statement. There is only one possible way of arriving at an accurate conclusion, and that is to tabulate from every folder the time that the case entered the office and the conclusion of the case; then strike the average. There is only one way to do it and that is the way.

Mr. ROBSION. If it was only a month and the work has been going on for 18 months, if the average would be a month, would you not be met with a different situation to-day with 14 per cent passed upon and 86 per cent still undecided?

Mr. CLARK. Many of these cases have been decided as negligible handicaps.

Mr. ROBSION. That is all.

The CHAIRMAN. Do you know Dr. Buckler?

Mr. CLARK. I never met him. I heard his name as having been in the New York office, but he, I think, was out of the New York office some weeks before I came there first. I do not recall ever meeting him.

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The CHAIRMAN. From your personal information you can not say whether he could speak as to the effectiveness of the office?

Mr. CLARK. I can not conceive how he can speak fully in regard to the effectiveness of the office unless he has been in the office and all over the office, and understands things from every point of view by actually seeing these things or doing these things or talking with the men who do do these things.

The CHAIRMAN. Would a man have to be all through the office and watch every department of it in order to effectively criticize the work of the office?

Mr. CLARK. Absolutely so. It is perfectly preposterous to think otherwise. That is a complicated machine there which you can not maintain very much smaller than it is.

The CHAIRMAN. Do you know Mr. McGovern?

Mr. CLARK. I never heard of him until I happened to read some testimony in the office.

The CHAIRMAN. Do you know Mr. Griffin?

Mr. CLARK. I met Mr. Griffin the day I came with Mr. Lamkin in the New York office, and saw him the next day for a moment or two, but never saw him since. I do not think Mr. Farwell met him except casually.

The CHAIRMAN. You do not know him?

Mr. CLARK. I do not know him.

The CHAIRMAN. Do you know Mr. Meyer?

Mr. CLARK. Mr. Meyer is a member of the staff in New York, that is, at the present time.

The CHAIRMAN. Does he know the office sufficiently to speak fully of its effectiveness?

Mr. CLARK. I would like to have you ask that question of every staff officer in the New York office, and I would be tremendously interested to get their reply.

The CHAIRMAN. I take it from that that your answer would not be——

Mr. CLARK. No; Mr. Meyer is very capable, very much interested in the disabled soldiers, and a man who has a good many admirable qualities, but I have asked for his transfer for reasons that are to my mind very good and sufficient.

The CHAIRMAN. He is one of the members you have in mind then?

Mr. CLARK. He is absolutely one and that is a matter of record, and there are recommendations from every supervisor to that effect.

The CHAIRMAN. Do you know Mr. Ives?

Mr. CLARK. I know Mr. Ives. He is on the same list.

The CHAIRMAN. Do you know Mr. Noyes?

Mr. CLARK. I know Mr. Noyes and respect him tremendously. He is an extremely fine man, and while I agree with Mr. Noyes in the office, and we in the office like Mr. Noyes, and he is devoted to his work, Mr. Noyes is a very fine man of a totally different type.

The CHAIRMAN. There has been a suggestion from various sources outside of those who have come directly in contact with the work of the board, both from the standpoint of the officer and from the standpoint of the disabled man, to the effect that it would be well to centralize the rehabilitation and the War Risk Insurance and the Public Health Service, and place it under one Cabinet officer. Have you anything to say about that?

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Mr. CLARK. Naturally, that has been brought to my attention from time to time lately. I do not know whether I can stay with the board, even if the board wants me for very long. I believe I am an unprejudiced witness. I am tremendously interested in the work of the disabled soldier, and I say, for goodness' sake, don't swap horses crossing the stream, because the effective machinery for vocational education for the disabled soldier is set up, and you can carry the job to completion.

The CHAIRMAN. There is another matter I would like to have you give your opinion on. I think you stated that you need more men, and you indicated the growing limits or, rather, the extension in the proportions of your office. It has been suggested that the district is too large and ought to be divided up into subdistricts.

Mr. CLARK. Yes. That suggestion has been made to me, not from the outside, but has been made to me from the chief. I was asked to consider that when I was in Washington before I was acting D. V. O. Mr. Farwell has considered that. It is a problem that we have considered for some time, whether or not the branch offices—we have a number of branch offices, you understand—should be made placement centers where an adviser for training the men in the larger centers should also be in the office, so that you would have the overhead, and whether or not that will be the solution, that is being done right now. Whether that will be the solution and the best solution is a question. I am inclined to think that it will be.

The CHAIRMAN. I understand your opinion is that the work now is organized to be effective and that it should not be disturbed except to be extended. May I ask how long you think the work will be going?

Mr. CLARK. I think that within the next 90 days we can get practically all of the men into training.

The CHAIRMAN. I think you answered that before.

Mr. CLARK. Except the sporadic cases. It is simply a question of supervision. There will be and there must be cases of men stringing along that we have not gotten into contact with. These cases will be stringing along for some months to come and will not represent anything like the bulk of the cases that confront us now. Then it is a question of how many years these men should go, some being less trained than others.

The CHAIRMAN. In the opening of your statement, in reply to an interruption that I made, you intimated that all of the witnesses that had appeared in the statements that had been made had been more or less unfriendly or antagonistic. You understand that all the witnesses that have been examined or subpoenaed are those to be heard on the various charges that have been made, and as quickly as that side of the case is at an end, then others will be invited. It has been suggested by letter names of persons to be called here, but we are not calling anybody at this state until all who are asked to come have testified on these various complaints that have been made. I make that statement to explain that there is no prosecution.

Mr. CLARK. I quite understand that and quite fully believe it, Mr. Chairman.

The CHAIRMAN. But just to have all the facts.

Mr. CLARK. Yes.

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The CHAIRMAN. The committee will have a session to-morrow at 10 o'clock, and then the committee will adjourn its work until Friday a week in order to get all the hearings and have an opportunity to look over the testimony and give the board whatever chance that it will give them to get their matter in shape. We will take up the board's testimony immediately following the to-morrow's session.

Then, if after the board and the persons who are requested to appear have testified it may be well to take a short recess to call anyone else or to recall any if the committee wants anyone to come back. I make this statement for the record and for the newspaper people so that the public will understand what we are doing. The desire is to get all the facts and take the time to look into every angle of the work, make such recommendations if the committee finds the facts to warrant it, so that the investigation will be complete and thorough, altogether with one idea to make this service the best that is possible.

The committee is adjourned.

(Thereupon, at 5.30 o'clock p. m., the committee adjourned at the call of the chair and was called to meet again at 10 o'clock a. m., Thursday, April 15, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Thursday, April 15, 1920.

The committee this day met, Hon. Simeon D. Fess (chairman) presiding.

STATEMENT OF HON. JOHN JACOB ROGERS, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF MASSACHUSETTS.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Mr. Rogers, you may give your name and your present address.

Mr. ROGERS. John Jacob Rogers, House of Representatives, Washington, D. C.

The CHAIRMAN. Mr. Rogers, it has been suggested that you have some information that would be of value to the committee, and if it is your wish, we will allow you to make such statement as you desire to make.

Mr. ROGERS. Mr. Chairman and gentlemen, I am very glad to have an opportunity of coming before the committee this morning because I have during the last eight or nine months given a great deal of attention to the Federal Board for Vocational Education and have, to my mind, established conclusively that the board has not been functioning up to the standard that we, and the country, have the right to expect.

The chairman of the committee is also a member of the Committee on Rules and will recall that just about six months ago, on October 9, I appeared before the Committee on Rules in support of a resolution which I had introduced asking for the appointment of a select committee for the investigation of this Federal board. It was not, apparently deemed wise, for some reason, at that time, to have the investigation, and I am very glad, indeed, that this committee has decided to take a step which I believe to be of paramount importance to the discharged soldiers.

I feel some embarrassment in coming before the committee at this stage of the hearings because I am well aware that the gentlemen on the committee have been hearing for a good many weeks from unimpeachable sources the story of the Federal board. I suspect, therefore, that the knowledge of the members of the committee far outruns my own knowledge.

There are a few circumstances and facts which I should like to bring to the attention of the committee in a very general way, and I want to do that, if you please, by pinning the facts and the conclusions

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to one particular case which came to me quite recently. I assume that we have all had a great many cases upon which we could not get action, but this case has struck me as one of the most inexplicable which has come to my notice. It is written by a mother in the city of Methuen, Mass., Mrs. Daniel F. Barry. Mrs. Barry says she is no scholar, and perhaps, she is in part correct, but she makes a very clear statement of what I feel to be an extraordinary case. This is dated January 16, 1920.

DEAR SIR: I have a wounded soldier here who was promised vocational training just one year ago to-day. He has been to Boston 11 different times for examinations, and it seems he is as far from training now as he was when he was in the hospital in France.

I may say parenthetically that Methuen is about 30 miles from Boston, and probably the time in transit would be something like an hour each way each time.

He has not worked one day since September 26th, after a hemorrhage from the lung disorders. He takes these hemorrhages at times. Dr. Ricardo Nestre, of 51 Cornhill St., Boston, Mass., U. S. P. H. Service, told him he must keep quiet and not exert himself, etc., last Nov. 13. Well, my son was in the U. S. Army for 2½ years and was wounded by a piece of shrapnel going down through his shoulder and into his lung, and it is still there. But he (God bless him) can't make these people believe he is wounded or there is anything the matter with him. Dr. Burgess, of Methuen or Lawrence, took an X ray of it. He took it to Boston with him. We all saw the X ray. Dr. Burgess still has the X ray. The piece of metal could plainly be seen, but it don't seem to impress these Boston people that he has anything at all the matter with him. He was in Boston yesterday again, but as far away as ever from vocational training. Of course, you can see I am no scholar, but I am keeping my son when I do think they might give him a chance. My son gets $3 a month compensation from the State. Yes; $3 big dollars. Well, I am imploring of you to do something for him. The Red Cross here in Methuen is doing all she can, but it seems just the same old stall all the time. In Boston they told my son they would start him to school January 1st sure. But instead they send for him to Boston again for examination.

My son, John Richard Barry, was wounded in France at Chateau-Thierry. Why they don't want to help him is a mystery to me. I am almost sick over this, but I thought I would ask your help in the matter. Every time he goes to Boston we think it is a final for him to start to school. Well, I don't know what to say. I am the one who is the sufferer as well as him. Now, why they don't help him I don't know. I expect they will want to operate on him so they won't give him vocational training. Well, the fine doctors in France would not take a chance, if there was any chance. They are the ones who would take it. But these Boston people will not do anything for him.

Now, the $3 ain't much, but he has not got December yet—just imagine. Well, I feel terrible over this, and that is putting it pretty mild. I gave my sons (two) with all my heart. I little thought he would be used like they are using him. He is 22 and an old man; can't play ball or do anything of the games he used to do.

Well, now I ask your help in this matter. Please, please do something. You can, I am sure. Well, God bless you and help him. I feel you will. The soldier's name is 1/c Private John Richard Barry, Company L, 103d Reg. Inf., 26th Div. I am his mother.

Respectfully, yours,

MRS. BARRY,
7 Craven St., Methuen, Mass.

The CHAIRMAN. May I ask, Mr. Rogers, what success you have had with that case?

Mr. ROGERS. That is exactly what I desired to call attention to. This letter is dated January 16, 1920, and I will remind the committee that it states that vocational education had been applied for exactly one year before, namely, January 16, 1919. The boy had been wounded at Chateau-Thierry in the summer of 1918. We received that letter two days after its date, on January 18, 1920.

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For reasons, which I shall dwell on a little more later, we did not deal with the Federal board office in Washington at all. We telegraphed at once to Mr. McLeod, who is the district vocational officer in Boston. On January 20, two days after we had telegraphed, we got word from McLeod that reexamination had shown a major vocational handicap and that "the case was being rushed." The boy was granted vocational education within a day or two from that time, and, as far as I know, judging from the mother's letter of thanks, which came a few days later, the case is closed. But the circumstance that I want to emphasize is that this boy had been to Boston 11 different times at intervals covering an entire year. He had not been able to get results himself. He apparently had used local agencies such as the Red Cross. He apparently had had the aid and the assistance of the physicians of repute in the neighborhood, but even then had not been able to get action. He finally concluded to write to his Congressman. The Congressman sends one wire, and the next day but one, he, the Congressman, does get results.

I was grateful and gratified that I was able to put that case through. Perhaps, it was merely a coincidence, but at all events it was a rather remarkable coincidence that after a year of delay the favorable result followed within 48 hours from the time I sent the telegram. But the point that has bothered me a lot, and still bothers me, is what would have become of that boy if he had not finally concluded to write his Congressman. What would have become of the boy who was either uninformed or friendless or ignorant and who did not know enough, even after a year's time, to write to his Congressman? Would he in time have gotten results? We all hope so, but in the light of this case I do not think we can feel at all sure. Why was influence necessary?

There is one other point I want to develop from this same case. We used to try in my office to work these things out by taking the case up with the Washington office of the Federal board. I think most of us who have investigated this question at all feel that it was unfortunate that there was not a far greater degree of decentralization. But there was not, and, consequently, it seemed to be the rather obvious and natural route to start with the office in Washington. But, gentlemen, we could not get results by dealing with Washington. We could not even get replies to telephone inquiries or to letters, and so in course of time we concluded that our best course was to take up these cases by telegraph with the Boston officer. I have never met Mr. McLeod. As far as I know, I have never met any man in the Boston office, but we can ordinarily get pretty prompt action by taking up a case with the Boston office.

I want to cite, perhaps not a very extreme case, but the sort of thing we have been obliged to contend with in trying to deal with the Washington office. Here is the case of a corporal, Romaine G. C. Nichols. The data was completed by the Boston district vocational officer and sent to Washington on November 5 of last year. We waited a day or two to make sure that the papers should have been received in Washington. The morning of November 10, 1919, we telephoned the vocational board asking for the status of the case, and I may say that we had taken up the policy of telephoning simply because we could not get replies within a reasonable time when we wrote letters. We were told that the report would be telephoned

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later that day. That was November 10. We got no word that day. We telephoned at noon the next day to the same branch and were told that the telephone report would positively be given us in a few moments. At 3 o'clock that afternoon, still having heard nothing, we telephoned the private secretary to Dr. Munroe, who looked up the matter and advised that the report would be telephoned later in the afternoon. Late that afternoon we did get a report from the secretary to the effect that "a search" was being made for the records in the case. Some time after that we located the case, and some time still after that, as I recall, by dealing with the Boston office, we were able to get affirmative results. As I say, you could not get replies to letters within a reasonable time. You could not get reports over the telephone that had been promised. And so, casting about for a solution, as I say, we have gotten into the habit of communicating directly with the Boston branch and have had, as we feel, pretty fair success.

I feel in these matters, gentlemen, that what is done quickly is twice done, because these delays are of enormous consequence to the boys and to the families of the boys who are concerned. I remember at the time of the hearing before the Committee on Rules, Mr. McMurtrie, who, I think, has testified before this committee, an expert on vocational rehabilitation and training, said that unless you caught these boys within two weeks after they were discharged from the hospital, your chances of successfully rehabilitating them were materially reduced. And, of course, it follows from that that the longer the intervening delay the greater the likelihood of failure in making the boy a successful man, which is what we are all—in the Federal Vocational Board and out of the Federal Vocational Board—are seeking to do.

I should like to say—perhaps it is not necessary—that I have not the slightest personal animus in this matter. I have the pleasure of an agreeable acquaintance with several of the gentlemen in the Federal board. I have nothing but the kindliest feeling for them, and I have received from them nothing but the most courteous personal treatment. I assume that what we are all trying to do is to work out some plan by which the unfortunate and the disabled soldier may have his chance in life.

I have known of a good many cases—and I could cite some of them if I thought the committee would care to take the time—where boys have been extremely provoking in their relations to the Federal board. They have applied for vocational training. They have been assigned a date for an examination or for a hearing. They have shillyshallied back and forth themselves, and they have made the task of the vocational officer just as difficult as mortal ingenuity could make it; but, gentlemen, I think that is precisely the boy we have got to work with the hardest.

Our obligation to the disabled boy who is young and flighty, and, perhaps, a bit undependable is every whit as great as our obligation to the other and steadier type of boy. It is our duty here in the United States to overcome that boy's own handicap, physically, and to overcome that boy's handicap, mentally or morally, if he has such a handicap, and we have got to go out and "capture" him. It seems to me that that can be done only by using the good offices of the friendly neighbor. I understand that there has been some testi-

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mony given along that line as to the policy of England in using the citizens who live near the home of the particular boy. I think we have got to decentralize. Just how extensive at this stage it is practicable to decentralize I am not sure, but I think we have got to proceed in that direction, and the very experience I have had, and that I dare say some of you gentlemen have had, in going direct to the branch officer instead of trying to deal with the central office, bears out the point I have in mind.

A great many boys will be ruined because of this delay. I have in mind the case of a boy who served in France with the Yankee Division and came back with one arm gone. He was discharged in January of last year. He came to me first, as I recall it, in April a year ago. He could not get his artificial hand for months, and he could not get his vocational training for months. That boy was young, perhaps not too stable a boy to start with, and he began to find himself a bit of a hero among his former companions. He began to hang around on the street corners a good deal; he began to drink more or less; he began to fall into somewhat low associations, and by the time the Federal board got around to caring for that boy, I am afraid he was ruined.

This simply illustrates the point that doing at once is doing twice in these cases. That boy was provoking. I have no doubt he provoked the Federal board in Boston. I confess he occasionally provoked me. He did not want to take castor oil, speaking very figuratively; he did not want to go to the inconvenience that was necessary in order to get the good thing that was at the end of the journey; but, gentlemen, children have to be given castor oil to save their lives, and I think that we ought to go to these boys and almost force this vocational training down their throats if need be, provided we are certain after an intelligent and an enlightened examination exactly what it is that they need. This, of course, can only be done by decentralization. You can not follow out any policy of that sort by administering it solely from the central office in Washington. That is all I shall have to say about this phase of the case. Is it the custom, Mr. Chairman, to defer questions until the witness has completed his statement?

The CHAIRMAN. Our custom has been to let the witness make his statement, if he prefers, and not to be interrupted.

Mr. ROGERS. I shall be glad to yield at any time and I hope not to take very much more time anyway.

The CHAIRMAN. Each member of the committee will likely desire to ask you some questions.

Mr. ROGERS. I am not quite sure how relevant the committee will think it to be, and of course I shall understand it if I am quite promptly stopped; but in view of the fairly broad limits within which this examination is being conducted, I venture to hope that the committee will in its investigation consider not merely what has been wrong, but how the wrong can be righted. I assume, in other words, that the committee, if it finds that conditions are not wholly as it would like, will undertake to suggest remedies which will result in the improvement of those conditions.

The CHAIRMAN. Mr. Rogers, that is precisely the attitude of the committee. If we can establish that there are defects, then such suggestions as we might be able to receive from witnesses or from the committee to cure those defects are pertinent.

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Mr. ROGERS. Yes. I should not venture to suggest that the two remedies which I have had particularly in mind are exclusive remedies, but I am convinced that they are at least guide posts in the right direction.

The first is incorporated in a bill which I introduced and which was referred to this committee on December 4 of last year and which is numbered H. R. 10875. It is designed to liberalize the provisions of the present vocational rehabilitation acts by giving the benefits of section 2 training to all men who have been discharged from the service with a disability to the amount of at least 10 per cent, which disability the soldier is still suffering from.

I think it has been established that section 3 training is not helping a very large number of men. The committee perhaps has the exact figures in mind; the last time that I inquired there were some six or seven hundred soldiers only who were getting the benefits of section 3 training.

Many of the soldiers who would like to take section 3 training, if they could, simply can not afford to take it, because, as the committee well knows, it carries with the training no provision for compensation during the period of the course. And the fact that only 700 men have up to this time seen fit to take that training, illustrates, it seems to me, that it is not proving generally helpful.

The CHAIRMAN. Mr. Rogers, do you think that if we eliminated altogether the section 3 training and only took those that are compensable, not established by the bureau but by the Federal board, that the 700 would be greatly increased; in other words, that there are persons who are not taking any training at all that would take it if they could get section 2 training?

Mr. ROGERS. Yes; that is precisely my thought, because if a man is not qualified to take section 2 training, under the rulings of the board, he oftentimes can not afford to take section 3 training; for if he has not independent means or if he has dependents upon him he simply can not afford to take a training which carries no money with it during the period of his course.

The CHAIRMAN. And if training is worth anything it is worth enough to the Government to pay the allowance.

I want to read a sentence or two from a letter from Dr. Prosser, which, I think, states the issue rather clearly, and which I printed in full in connection with the Rules Committee hearing of last October.

The CHAIRMAN. May I ask you, Mr. Rogers, whether you want to submit that former hearing as a part of your testimony this morning? It is in a little different form in that this is an investigation and that was merely a hearing.

Mr. ROGERS. Yes; there are 44 pages of this testimony and there are very brief statements from Col. Miller, from Mr. Ridgeway, of the Disabled Soldiers' Association, from Mr. McMurtrie, and Mr. Griffin.

The CHAIRMAN. All of those people have appeared here.

Mr. ROGERS. All of whom you have heard very much more fully.

The CHAIRMAN. What I had in mind was what you said at the hearing.

Mr. ROGERS. I should be very glad, Mr. Chairman, without any pride in my observations on that occasion, to have my own testimony incorporated.

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The CHAIRMAN. That is what I had in mind.

Mr. ROGERS. I do not think there is any occasion to include the testimony of the other gentlemen who have been before the committee and testified.

The CHAIRMAN. If there is no objection, the testimony given before the Rules Committee by Mr. Rogers will be made a part of this record. [After a pause.] There is no objection and that will be done.

Mr. ROGERS. Thank you, Mr. Chairman.

APPOINTMENT OF A COMMITTEE FOR INVESTIGATION OF THE FEDERAL BOARD FOR VOCATIONAL EDUCATION.

COMMITTEE ON RULES,
HOUSE OF REPRESENTATIVES,
Thursday, October 9, 1919.

The committee met at 10 o'clock a. m., Hon. Bertrand H. Snell (acting chairman) presiding.

Mr. SNELL. Gentlemen, we have before us this morning House resolution 315, presented by Mr. Rogers, relative to an inquiry into the efficiency of the Federal Board for Vocational Education. Mr. Rogers, we will be pleased to hear what you have to say.

Mr. FESS. Mr. Chairman, this is not a recognition that the investigation is going on?

Mr. SNELL. No; this is just a hearing on the resolution.

STATEMENT OF HON. JOHN JACOB ROGERS, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF MASSACHUSETTS.

Mr. ROGERS. Mr. Chairman and gentlemen of the committee: The House resolution on which the committee is giving a hearing provides for the appointment by the Speaker of a select committee of six Members of the House, which shall be authorized and directed to inquire into the operation and efficiency of the Federal Board for Vocational Education.

I want to say at the outset that my purpose in presenting this resolution is not an attempt to make a sensational exposure of anything. I do not come here in the attitude of a persecutor or of an prosecuting attorney of the Federal Board for Vocational Education. My personal relations with the board have been friendly. I have no grievance against the board itself or against any individual member of the board. The two members of the board whom I know I know very pleasantly, and regard very highly in a personal way. At the same time it seems to me that the mass of adverse comment which has gone about the country with reference to the Federal Board for Vocational Education is so great, and apparently so deep-seated, that it is doubtful whether Congress can, with propriety, withhold its consideration of the question of its fitness. I shall allude in a moment to the various avenues of approach to this question, all hostile, which have been developing during the last few weeks.

I am frank to say I have no first-hand knowledge from within of the work of the Federal board. My information is gained as a Member of Congress in my efforts to get vocational rehabilitation for the soldiers of my district, and also by reading the literature of the board, the regulations of the board, and the various articles and interviews which have appeared concerning its work, especially since about August 15 or September 1.

This board, as the members of the committee perhaps know, is made up of three members of the Cabinet, the Secretary of Agriculture, as chairman; the Secretary of Commerce and the Secretary of Labor; of the Commissioner of Education, Dr. Claxton; of James P. Munroe, vice chairman; Calvin F. McIntosh, representing agriculture; and Arthur E. Holder, representing labor.

The three Cabinet members, and I think also the Commissioner of Education, have been somewhat inactive, and the actual direction of the work of the board has been in the hands of Dr. Munroe, Mr. McIntosh, and Mr. Holder. Under them is an executive staff composed until very lately of Dr. C. A. Prosser, with three men associated with him as chiefs of divisions, Mr. Hawkins, chief of the Vocational Education Division; Mr. Winslow, chief of the Research Division until lately; and Mr. Smith, chief of the Rehabilitation Division until lately.

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Dr. Munroe and Mr. McIntosh and Mr. Holder are still members of the Federal board and are the only active members of the board. Dr. Prosser resigned, to take effect, I think, on the 1st day of October, and I believe has left Washington. Mr. Smith, chief of the Rehabilitation Division, has resigned and I believe leaves Washington to-morrow. Mr. Winslow, chief of the Research Division, has resigned and left Washington last week. In other words, three of the four members of the executive staff have left or are about to leave the board. Whether those gentlemen left because their work had been a failure or whether they left because they were dissatisfied with the way the work was proceeding, I am unable to state, with the exception of Mr. Winslow. Mr. Winslow is a Massachusetts man, and I should like to read to the committee something of his activities for the last 15 years.

Mr. Winslow, who left the board on September 29 or 30, has been interested in industrial education for 20 years. He was a member of our Massachusetts Legislature in 1902 and 1903. For the next two years he acted as special agent for the Massachusetts Bureau of Labor Statistics. In June, 1906, he became a member of the Massachusetts Commission on Industrial Education, which studied schemes of trades training abroad, and at the end of that work he was engaged by the American Federation of Labor to act as secretary to its committee on industrial education. From 1910 to 1913 he was in the Government service, first, in the Bureau of Labor Statistics, and later as an expert on cost production under the Tariff Commission. In 1914 he was appointed by President Wilson as a member of the Commission on Federal Aid for Vocational Education. Then he was in Indiana on the same work and in 1917 was Director of Research for the Board of Education of Newark, N. J. In August, 1917, he was appointed to the Federal board, where he remained until his resignation took effect on the 30th of last month.

I have given this sketch of Mr. Winslow both to show that he was an important factor in the work there and to show that his background, at least, fitted him to speak with some authority on the subject of vocational education.

I want to read extracts from a statement which he gave out on resigning from the board.

"My determination to leave the service"—

He says in his statement—

"is caused by the lack of policy, or ever-changing policy, and the inability of the board to determine its problems. The board has been in existence for two years and its largest task has been the rehabilitation of our disabled soldiers, sailors, and marines. In establishing and carrying on this work a definite policy should have been determined and closely followed, but unfortunately up to date it has not been standardized effectively, and therefore leaves much to be desired both on the part of the disabled soldiers and the public.

"No one can question the willingness of Congress to fulfill its promises to the disabled men. It has appropriated $16,000,000 since the armistice was signed. Lack of information has held up the plans laid down by Congress. To carry out the will of Congress there should have been definite plans for the rehabilitation and replacement of these disabled men. This is far from being accomplished.

"The retraining of disabled service men is a business proposition. It should have been handled in a businesslike way by men of practical business training, not left to the haphazard judgment of novices or those who desire to acquire for themselves experience at the expense of the Government and the disabled soldiers. This is exactly what is being done, and I feel that in justice to myself I can not continue longer in the service."

I tried to get Mr. Winslow before the committee to-day, but have been unsuccessful. I may say that I have never seen him, never heard from him, and, although he is a Massachusetts man, I had never heard of him until I read that statement in the press week before last.

I think that probably it is going to be more effective if, instead of working from cause to effect in this discussion, I state the results first and then undertake to work back to causes. Results are what this committee wants and what Congress wants and what the country wants in connection with the training of disabled soldiers. Efforts, unfortunately, will not suffice.

As I say, I am not impugning the motives or the efforts of the gentlemen who have been undertaking this work. I am simply submitting to the committee the general impression as to what the results have been that they have accomplished. As a preliminary to a more general statement, I should like to read to the committee from the September issue of the Vocational Summary, which is the official monthly magazine published by the Federal Board for Vocational Education. This, I take it, may be regarded as its official utterance and its statements may be accepted as representing the official viewpoint of the board.

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On page 84 of that issue there is a table which seems to me to go to the very essence of the entire work and accomplishment of this board. This gives four items: First, the total number of ex-service men registered: that is, the total number of disabled men, men discharged with a disability rating, with whom the Federal board has established contact. Second, the total number of men registered or in contact with the board who have been surveyed by its vocational advisers. Third, the number recommended for training by the agencies of the board. And, fourth, the number actually put in training.

There is a fifth figure which might have been given and which I will give later, namely, the number of men who after having completed their course of training have been put into gainful occupations, but this summary does not give that figure and I have had to depend upon other sources.

The first tabulation gives the number in each class as of July 26, 1919, and the second tabulation gives the number in each class as of August 23, 1919. These are the latest official figures which I have seen.

On July 26, according to this summary, the total number of men with whom the board was in contact was 157,401. On August 23 the number with whom the board was in contact was 170,405. In other words, in the intervening four weeks prior to August 23 the number of men with whom contact had been established had grown by 13,000.

The total number surveyed by vocational advisers was 105,626 on July 26, and 113,863 on Aigust 23. While I do not especially rely upon this as necessarily significant, perhaps, it is worth comment that although the number of men registered had increased 13,000 in those four weeks the number of men surveyed by the vocational advisers, which is, of course, the first necessary step in order to establish the need of vocational training, had increased only by 8,000. In other words, there were more men, proportionately, unsurveyed on August 23 than there were on July 26.

Then comes the third item, those recommended for training by agencies of the board. On July 26 that number was 20,170 and on August 23 it was 23,388.

Fourth, the number actually put in training was 6,675 on July 26, and 7,812 on August 23.

There are several comments, it seems to me, that should be made in this connection. Dr. Prosser, the director of the board, in a letter which he sent to every Member of Congress under date of August 22, made this statement:

"The weekly statistical report of the General Staff of August 7, 1919, contains the following:

"'The Army had reported to the Bureau of War Risk Insurance to July 1 the names of 149,433 men discharged from the Army with disability. Only cases showing 10 per cent disability have been reported. At this rate it seems probable that the total number of cases of disability resulting from the war and entitled to compensation will be close to 200,000.'"

That is the comment of the official organ of the Army that the number entitled to compensation will be close to 200,000. Dr. Prosser's comment is this:

"These figures are exclusive of disabilities incurred in the Navy or Marine Corps. Estimating this number at 50,000 makes a total of 250,000 men discharged with disability rated at 10 per cent or over."

In other words, there is our problem: How to reach the 250,000, how to determine whether or not they are entitled to vocational education, and, finally, how effectively to place them in gainful occupations after such training as may be necessary. We see that on August 23 the number of men with whom contact had been established, according to this table, was 170,000. We see that 57,000 of that number had been unsurveyed altogether; in other words, as to them not even a start had been made. They were simply listed in a card index. We see that of the 170,000 registered, or of the 250,000 potential men for training, 23,000 had been actually recommended for training, and that between seven and eight thousand of the 250,000 had been actually put in training. That was on August 23, 1918, after the Federal board had been in existence for about one year, and after most of the men, certainly, had had an opportunity to get in contact with the Federal board.

This letter of Dr. Prosser's is a rather interesting one; I dare say most of the members of the committee have already read it. There is a feature of it which I think is significant of what seems to be a rather loose business or statistical method which has been prevalent in the board in a good many respects.

Mr. SNELL. May I ask you a question right there?

Mr. ROGERS. Certainly.

Mr. SNELL. Is Dr. Prosser the man who has been the head of this board?

Mr. ROGERS. Dr. Prosser has been the executive head.

Mr. SNELL. That is what I mean, the executive head, up to the 1st of October.

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Mr. ROGERS. Until about the 1st of October. He left Washington within the last few days, I understand. You have a board of seven at the top, of whom only three are really active, and then you have an executive head under him, and his three principal assistants. As I say, of the executive head and his three assistants, four in all, three have already gone or are about to go.

Dr. Prosser evidently prepared this statement very carefully in answer to a letter which had been sent to Members of Congress by the representatives of the Association of Disabled Soldiers, Sailors, and Marines. With reference to the number of contacts which had been established on August 22—and you will notice that Dr. Prosser was writing one day only in advance of the date when the table was prepared from which I have just read—Dr. Prosser said that contact had been established with 133,000 soldiers.

The official statement of the board prepared one day later says that contact had been established with 170,000. There is a disparity, you will observe, gentlemen, of 37,000. Which is right I do not know. Probably one is right and the other is wrong, or the truth may be midway between the two. But here is a disparity of some 20 or 25 per cent in one day between the figures which the director of the bureau gives to Congress and the figures which appear in the official summary of the work of the Federal board.

Mr. RODENBERG. Could it be possible that Dr. Prosser quoted the figures from the preceding report?

Mr. ROGERS. That also occurred to me. Dr. Prosser uses the expression "this date" several times in this paragraph, but the figure which he gives is 133,000 as of August 22, when the August 23 figure is 170,000. The figure for July 26, which I read to the committee, was 157,000, which is 24,000 more than Dr. Prosser's figure.

Mr. RODENBERG. I see.

Mr. ROGERS. So there is a very marked disparity and conflict somewhere.

Then, as I have indicated, the table in the vocational summary gives 23,000 as the number of men who have been recommended for training. Dr. Prosser says, "To this date a total of 14,876 cases have been approved for training." In other words, there is disparity of nearly one-half between the figures given by the vocational summary and by Dr. Prosser, although there is only one day's difference in the date of the compilation. Dr. Prosser goes on and says, "of which 7,356 have been placed in training."

That is not very different from the figure given in the vocational summary, it varying only about 500 from the figure there given. But that apparent looseness has been characteristic, I am afraid, gentlemen, of the utterances of the board.

There are other places in this letter which seem to me to require a good deal of explanation, if, indeed, they can be explained. I shall allude to them, if I have time, a little later.

Mr. SNELL. Have you ever taken up with anybody connected with the board the difference in the two sets of figures?

Mr. ROGERS. No; as a matter of fact, I discovered them at a very late hour last night when I was preparing for this hearing this morning.

Mr. SNELL. I would suggest you put in the hearing the entire letter of Dr. Prosser.

Mr. ROGERS. I shall be very glad to do that. It deals with a good many of the phases of this whole controversy which have been emphasized both in the public press and in the public attention.

(The letter referred to follows:)

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
Washington, August 22, 1919.

To the Members of the Congress:

There has been called to the attention of the Federal Board for Vocational Education by several Members of Congress a communication addressed to all the Members of that body by Robert Browning, signing himself as field representative of a new organization known as the Association of Disabled Soldiers, Sailors, and Marines. Inasmuch as this communication was apparently made without knowledge of the actual conditions, the board invited Mr. Browning to come to its office at Washington, in order that these errors might be pointed out to him and the actual facts placed in his hands. Since he has failed to do this and has allowed his publicly made statements to stand without correction, the board finds it necessary to send to the Members of Congress the following answers to his statements, the latter being given in quotation marks, followed by the statement of the board.

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I.

"Many of those being trained under the board auspices have objected to their pay being reduced by the board by the amount that they earned while learning a new trade. This is manifestly unfair, they claim, since such a method offers no incentive for progress, and it encourages the employer to exploit the disabled soldier."

* * * * * * *

No deductions have been made or will be made by the board in the training pay of disabled men because of moneys earned incidental to their work while students in training in shops, offices, farms, or anywhere else.

II.

"Another grievance of the association is that it has not learned of a single disabled soldier among the one thousand nine hundred odd employees of the Federal board."

* * * * * * *

The records show that at the present time there are 256 ex-service men in the employ of the board, of whom 48 received disabilities in the service. Preference is being given to discharged soldiers, and among discharged soldiers to those who, in spite of their disability, will be able to qualify under the civil-service rules and do the work. Most of the employees of the board are female stenographers and typists. Where disabled men are qualified for this work, they have been given employment. Disabled men in training in commercial course are being assisted by the district offices to qualify under the civil service as soon as they are able, so that vacancies in the force of the board may be recruited from their ranks. It must be remembered that while the civil service has, under the President's order, established a separate list of ex-service men, these men must meet the civil-service requirements as to qualifications in order to be eligible to appointments—a process that requires time.

III.

"A number of men have complained that in spite of President Wilson's order that physical examination be waived in the cases of men certified by the Federal board for civil-service jobs, the board refused to give the men the required data, and that consequently they were unable to obtain the positions under the civil service."

* * * * * * *

The board receives applications of disabled men who desire to train for civil-service positions. Up to the present time 61 men have applied through the board for training for civil-service positions. The following table shows the action taken by the Civil Service Commission on these cases since May 17, 1919:

Approved	27
Approved if the test for physical disability which the board is having made is satisfactory	14
Rejected for one position but approved for another	4
Returned for further medical data	5
Rejected because disability made work impossible	11

Even if it appears to the representative of the Civil Service Commission on the first review of the case when it is presented to them by the board that a man can not qualify for the position desired, the door of opportunity is not closed to the man. If his physical condition improves or if a satisfactory test is made later the man's case can again be placed before the civil service for a decision.

The above table shows that only 11 applications for civil-service positions have been rejected by the commission. Some of these cases were those of men suffering from active tuberculosis, who will not be put in training by the board under any conditions. In other cases the man desired an occupation which was entirely unsuited to the nature of his disability. These cases were rejected by the commission and very excellent recommendations made as to opportunities in other Government positions.

IV.

"The Federal board has failed to be guided in the administration of its work by the sound scientific principles evolved by other countries that have been recognized as the pioneers in vocational reeducation."

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The statement that the Federal board has not been guided in the administration of its work by the scientific principles evolved by other countries is without foundation. The former vocational secretary of the Canadian Military Hospital Commission has been assigned to the board as special advisor since the very beginning of the work. The former district vocational officer of the Province of Alberta organized most of the district offices and has been field organizer in the United States since the very beginning of the work. Representatives of the Federal board visited France and made a thorough study of the French rehabilitation system. A study of the systems used in the various countries will show that Canada and the United States are far ahead in the administration of the problem. The only difference between the United States and Canada is in the fact that the United States Government is very much more liberal in awarding subsistence and training to disabled men. A great many men now in training in this country would not be considered eligible for training in Canada. It is also true that no other country has the provisions available for practically all disabled men that are made available by section 2 of the vocational rehabilitation act, under which, as has already been stated, every man awarded compensation under the war-risk insurance act may pursue a course of instruction for which the Government will pay the entire cost, without subsistence while in training.

V.

"According to a report of the Federal board under date of June 21, 1919, only [illegible] men have been placed in remunerative employment after completing courses of training. This would indicate an alarmingly low figure, considering the number of disabled soldiers who have completed courses."

* * * * * * *

Of the 119 men reported by district officers as completing training 12 will not resume employment now because they are ill or resting; 35 will resume training in the fall; 6 have left training, giving no address; and the status of 12 cases has not been reported. This leaves a balance of 54 men, of whom 42 have been placed, or have placed themselves; 12 men only are pending placement, and their cases are being pushed vigorously. It is difficult to secure the immediate placement of normal men, including even those discharged from the service without disabilities. The problem becomes doubly difficult when the man has a handicap and often requires testing at the time. Inasmuch as the status of men in and out of employment and in training changes rapidly, the number given above—12—will vary, but in general it expresses the situation. The statement that only 11 men completing courses have secured employment, and that therefore 108 men have finished their work and have been neglected by the board, is obviously untrue.

VI.

"Hundreds of men have complained that they were compelled to wait from six weeks to six months without pay and forced to depend on the help of friends or charity before their cases were finally acted upon by the board."

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It is not the function or duty of the board to provide support for men immediately on discharge from the service or to provide support for any disabled men, other than those who have been placed in training, because they are in need of vocational rehabilitation to overcome the handicap of their disability. Support of disabled men at discharge was provided for by the Congress in giving a $60 bonus, and by paying compensation through the War Risk Insurance Bureau for disabilities received. Furthermore, the original vocational rehabilitation act provided that the board could not make payments to men in training until compensation was awarded by the Bureau of War Risk Insurance.

At the time the President signed the amendment to section 2 of the vocational rehabilitation act there were 3,633 cases which had passed the district case boards and had been approved for training by the Washington office. In the discharge of its responsibility the Bureau of War Risk Insurance is required by law to secure [illegible] proof of many things before it can award compensation, and unavoidable delays result. These 3,633 men had not been awarded compensation, and the board was therefore legally unable to approve or provide training. Since July 11 all of these cases have been acted upon, and the districts have been authorized to proceed with training in all cases in which the training was necessary within the meaning of the amended a

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VII.

"It has recently come to the attention of the association that the Federal board has issued to its 14 district officers an order that precedence be given to cases of seriously disabled men over those with minor injuries. Such a ruling is resented by the thousands of soldiers who have suffered less conspicuous disabilities, but who, nevertheless, are prevented from returning to their old jobs and who need training just as much as the men who have given an arm or a leg in battle."

* * * * * * *

Since it was impossible administratively to handle immediately the many thousands of applications before the board when it was given a free hand by the Congress on July 11, 1919, the board decided to concentrate its efforts in getting men with major occupational handicaps into training at once. We reaffirm the justice and wisdom of this policy. Your attention is invited to the fact that the board's definition of a major occupational handicap includes not only those suffering from loss of limb, which are comparatively few, but many thousands of cases that are suffering from disabilities less obvious than amputations which prevent their return to employment. Moreover, in order to be eligible for training at the present time it is only necessary for the man to show that he has a temporary major handicap. If he is suffering from a temporary major disability, which may be entirely cured in six months, such as the after effects of chlorine gas, leaving tachycardia and shortness of breath on exertion, he is considered eligible for training. The standards adopted by the Federal Board for Vocational Education are more lenient than those of any other country, and a larger proportion of disabled men will be embraced within the provisions of the vocational-rehabilitation act in this country than in any of the warring nations. An examination of the files of the Federal Board for Vocational Education will show hundreds of applications for training made by men who were discharged with a very slight or almost negligible disability. Several men, for example, who were discharged from the Navy on account of seasickness request training, because they are unable to return to their previous occupation of clerk. On account of the generosity of Congress in providing liberal allowances for disabled men in training a great many unworthy cases applied for training at the district offices. All of these applications were given due consideration, as it was thought that these men, although suffering from an apparently slight disability, might really be in need of training. It has been found that the men suffering from negligible disability are as insistent on immediate action as those suffering from major disabilities. While the preseure from disabled men was increasing many experienced men left the staff of the board to return to their former positions, and the work has in consequence been greatly handicapped. It was therefore administratively impossible to give serious consideration to all cases with minor disabilities. As an administrative program it was decided to attend first to the serious cases, get these men in training immediately, and to adjudicate the claims of the slightly disabled men after the more important problems had been met, remembering that they may be assumed to be in receipt of or soon to receive as support such compensation as they are entitled to from the War Risk Insurance Bureau.

VIII.

"The Federal Board has acted in a bureaucratic fashion by demanding for its headquarters in Washington absolute power and by depriving its district vocational officers of any initiative.

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The statement that the Federal Board has not given the districts sufficient authority is without foundation. The districts have been given whatever authority is possible. As the board is operating on a budget system, it is impossible to assign the expenditure of funds to the district offices. If the district offices were allowed to place men in training prior to central offices' approval, thereby contracting large obligations, the board would soon contract to spend money far in excess of its appropriations. In order to control the expenditure of Federal funds, it is absolutely necessary that control be exercised by the central office and the board thus discharge the duty imposed by Congress.

IX.

The Federal Board for Vocational Education "has shown a decided unwillingness to cooperate with existing agencies that have offered their facilities freely and generosly for training and absorbing into employment disabled soldiers."

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The board is using at the present time 546 existing State and local institutions for training disabled men and is training disabled men on the job in 198 factories, workshops, and offices throughout the country. The board has to its knowledge refused to use offered facilities in not more than six cases and these were refused for good and sufficient reasons.

The board has excellent cooperative arrangements with the Departments of Commerce, Labor, and Agriculture; the War and Navy Departments; the Public Health Service; the Surgeon General's Office, War Department; the Bureau of Medicine and Surgery, Navy Department; the War Risk Insurance Bureau; the United States Employment Service; the American Red Cross; the Council of National Defense; the National Catholic War Council; the National Manufacturers' Association; the American Federation of Labor; the United States Chambers of Commerce; the Elks' War Relief Commission; the Elks' Clubs throughout the country; the Rotary Clubs throughout the country; and with casualty insurance companies throughout the country as well as many hundreds of others.

The board is cooperating with more than 30,000 public and private agencies, National, State, and local in their scope, and in countless ways is securing invaluable aid from them in the discharge of its task.

X.

"The Federal Board has announced that it has made contracts with 146,931 for training, and that of this number only 5,808 already have been placed in training. At its present rate of progress it will take the board more than a year to place this number in training. As a result, over 100,000 disabled men will be waiting without pay from the Federal Board."

* * * * * * *

The board has not made contracts with any soldiers. They have established contact with 133,367 soldiers. By contact is meant that the board has, through its representatives in person or by correspondence, gotten into touch with this number of soldiers. Of this number 110,135 have actually been interviewed and surveyed by agents of the board in the desire to reach every man in need of training to overcome the handicap of his disability.

Of these men a great majority are not eligible to training under the law because they are not in the language of the law "in need of vocational rehabilitation to overcome the handicap of their disability." They are able to return to their former occupations successfully where, in addition to their wage, many will receive compensation from the War Risk Insurance Bureau. The board expects to administer the law in the most liberal spirit possible, and to give the soldier the benefit of the doubt where any exists. Training under section 3 of the act is made available to every man awarded compensation by the War Risk Insurance Bureau. Every such man is given a course of instruction if he will take it, and the expense of tuition, books, supplies, and traveling is paid by the Government. In every case where a man because of a temporary or total disability is unable to enter employment successfully, the full support provided by the law for him and his dependents is paid in addition. Beyond this the board can not go under the law whatever may be its personal feelings.

If it is the intention of Congress to provide vocational rehabilitation to every man discharged with a disability rated as 10 per cent or over, Congress should realize the expenditure involved by a program of this magnitude.

The weekly statistical report of the General Staff of August 7, 1919, contains the following:

"The Army had reported to the Bureau of War Risk Insurance to July 1 the names of 149,433 men discharged from the Army with disability. Only cases showing 10 per cent disability have been reported. At this rate it seems probable that the total number of cases of disability resulting from the war and entitled to compensation will be close to 200,000."

These figures are exclusive of disabilities incurred in the Navy or Marine Corps. Estimating this number at 50,000 makes a total of 250,000 men discharged, with disability rated as 10 per cent or over. If these men receive training with support it will involve an expenditure of $350,000,000; only $16,000,000 have been appropriated. Moreover, the $350,000,000 required for support and tuition for such a group of men does not include their traveling expenses, medical care, or mechanical appliances, nor the expenditures for equipment and for administration.

It is impossible to conceive that all men who have received disabilities in the service will need retraining in order to return to their old occupations. The experience of Canada, whose standards are more liberal than those of any of the European countries, shows that approximately 10 per cent of the disabled men need retraining. If this country doubles the percentage of men trained by Canada, there would only be 50,000

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men to be retrained. The statement that over 100,000 disabled men will be waiting without pay from the Federal board is, therefore, obviously without foundation.

The theory and intent of the war-risk insurance act and the vocational rehabilitation act was that compensation should be given to all disabled men to compensate for the disability as a handicap in employment, and that training should be given to those unable to return to employment successfully because the handicap of the disability interfered with their specific occupation. Inasmuch as it is not the function of the board to provide compensation as support for all disabled men, but only to provide maintenance for those needing training, the charge that 100,000 men will be waiting without pay from the Federal board has no foundation in law or in fact.

To this date a total of 14,876 cases have been approved for training, of which 7,356 have been placed in training, the rest having been notified of the approval of their courses and are awaiting the opening of the schools which they will attend in September. It is obviously impossible to send these men to school until the schools open. A total of about 17,000 men will be in training by October 1. In the seven months since demobilization of disabled men in large numbers began, and the board secured entrance to the military hospitals, the board has approved for training as many men as Canada has approved in four and a half years of war, and has in training at the present time as many men as Canada. From present indications the United States will by October 1 have passed the Canadian figures as to total number of men in training since the war began, in 1914.

By increasing the rate of support, to men in training the Congress has by recent legislation made the maintenance of disabled men in training and their dependents average about $100 per month, thereby making an award of training financially advantageous. Many people look upon this training pay as a legal right of every man with a disability, however slight or negligible, comparable to the $60 bonus and the award of compensation. This is not the law, and consequently the board is unable to administer it from any such standpoint; but it is on the basis of this misconception that great pressure is being brought to bear from returned soldiers and persons occupying prominent public positions. To satisfy this demand that every man discharged from the service with a disability be placed on the Government pay roll at an average salary of $100 per month, it will be necessary for Congress to amend the present law and to face without hesitation an expenditure of from $400,000,000 to $500,000,000 before the task is completed.

This may be, and in the opinion of many persons is, the best and most equitable solution of the difficulty. They hold that as a measure of social reconstruction every man injured or diseased in the service should be given, at Government expense, a minimum of from 6 to 12 months training, and believe not only that this training is due all such men as compensation for suffering, but also that money spent in this way on them will provide the largest social return.

The Federal board stands ready and will be glad to answer any inquiries or respond to any call Congress may make for a clear and comprehensive understanding of the administration of the rehabilitation law.

Respectfully, yours,

FEDERAL BOARD FOR VOCATIONAL EDUCATION.
By C. A. PROSSER, *Director*.

Mr. ROGERS. I have said that the table of the board failed to give the number of men who had been put into gainful occupations after they had completed training at the hands of the board. I shall now quote from an article which appeared in the American Legion Weekly, which is the official publication of the American Legion, of September 19, 1919. This article is entitled, "A debt of honor paid with a worthless check," by Marquis James.

Mr. FESS. Do you indorse that article, Mr. Rogers?

Mr. ROGERS. I have read it over and over again.

Mr. FESS. Do you indorse the criticisms of Congress for not doing what they say we ought to have done?

Mr. ROGERS. No; I am frank to say that I do not think the Congress is culpable at all, and I was very much interested to notice in the Winslow article that I read that Mr. Winslow said very frankly that Congress was not to be blamed.

Mr. FESS. However, this article is very critical of Congress in the lax of its duty?

Mr. RODENBERG. I have not read that article.

Mr. ROGERS. Yes; this article apportions the responsibility among Congress, the War Risk Bureau, and the Federal board.

Mr. FESS. Yes.

Mr. ROGERS (reading):

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"Up to June 28 the board, with its 1,635 salaried employees, had placed in training only 3,923 of the 230,000 Americans disabled during the war. It is not to be expected, of course, that the board will ultimately have to provide training for all of these 230,000 disabled veterans. On June 21 only 11 men, on graduation from their training, had been situated in gainful occupations by the board. On July 11 the amended act, with the principal defects of the old law eliminated, became effective. Since that time the board has been able to show an appreciable increase in men actually started in training, but only a gain of 22 for trained men at work. On August 2 the number in training was 5,512 and the number graduated and at work had risen to 16. Washington office figures of September 4 gave the number in training as 6,199 and trained men in jobs 33. Disabled men placed in employment, with no training or incomplete training, numbered 16,410.

"Inquiry revealed, however, that of this number 12,820 were 'self-placed,' which is an euphuistic manner of saying they went out and got their own jobs."

The sum and substance of the figures which I have been retailing to the committee seems to be this, that with a basic problem of 250,000 men, about 80,000 men have not yet been reached even by contact; that out of the 250,000 men disabled, with at least a 10 per cent disability, only 113,000 have been surveyed, or less than half; out of the 250,000 men about 225,000 have not been recommended as yet for training by case boards; out of the 250,000 men, 243,000 have not been put in training; and, finally, out of the 250,000 men, only 33, or whatever that number may be to-day, have been placed in gainful occupation after training.

Mr. RODENBERG. Where does he get his figures—from the Board of Vocational Education?

Mr. ROGERS. Do you mean those in the American Legion article?

Mr. RODENBERG. Yes.

Mr. ROGERS. I think so. So far as I know, those figures have not been disputed. I have in this same Vocational Summary a tabulation of the various stages of the work, month by month, from December 29, 1918, up to the date of this article. It shows the following: August 23, 1919, placed by district vocational office or by self, 16,443. There is no subdivision to show that 13,000 of those men did get their own jobs, but I think that probably the author of the article was justified in giving that figure.

Mr. SNELL. Is there not some lapse of time that must necessarily take place before a man can be trained? Does it not take a certain number of weeks or months before it is possible to get a man trained?

Mr. ROGERS. Yes, sir; that is true. That element of time is doubtless one of the ingredients which ought to be understood. It should be understood in fairness to the Federal board.

Mr. SNELL. That is what I had in mind.

Mr. ROGERS. Because the training may take six months, and I suppose in some cases nine months or a year.

Mr. FESS. In some cases two years.

Mr. SNELL. Is there any estimate of the average length of time it takes to acquire the training?

Mr. ROGERS. My impression is that Dr. Prosser in testifying before the Committee on Appropriations at that famous Sunday meeting in July last said that the average time was six months. I have a report of that hearing here.

Mr. SNELL. Do you know when they began this actual training?

Mr. ROGERS. The actual training of the men?

Mr. SNELL. Yes.

Mr. ROGERS. Some time in December, 1918, I think.

Mr. SNELL. Then, they have been going nearly a year?

Mr. ROGERS. Very nearly a year. The figures which I have here show that on December 28, 1918, no men had been placed in actual training; on March 15, 1919, 1,195 had been placed in training, so that the actual training would seem to have been begun somewhere about the first of this year.

The gentlemen of the committee are probably familiar with the testimony of Dr. Munroe before the Committee on Appropriations on July 13 last, and have noted the rather remarkable disparity, which I have not been able to explain away, between the previous estimate of the board itself that the training would cost $275 per man, and the subsequent statement that the training would cost $1,200 per man. Whether that was due to a difficulty of bookkeeping or a difficulty in making up the figures, I do not know; but the lack of care indicated by that difference in the figuring was extremely difficult for the Committee on Appropriations to understand, or for the Members of the House fully to grasp.

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Mr. FESS. Have you thought how far the board will be held responsible for placing these trained men? We were discussing that when we passed the bill—that is, the function of the Government in placing the men after they were trained—and there was a pretty strong sentiment not to undertake that at all, but just simply to train them for something and not hold the Government responsible for finding places; but we finally put that in the bill.

Mr. ROGERS. My own feeling is that the Government ought to go very far in the placing of men who are discharged with a 10 per cent disability rating, or more, whether they have been vocatoinally handicapped or not.

Mr. FESS. You think it should go to the extent of its ability, at least?

Mr. ROGERS. Yes; to the extent of its ability, at least. In that connection, I have in my hand a full-page article from the Boston Post, of October 1, which shows the rather expensive methods which are being adopted by the board in placing the men. I do not produce that, however, with either approval or criticism, but simply to show that the board is trying through the medium of the press, and otherwise, to do what it can to interest people in employing these soldiers.

Mr. KREIDER. Does the Vocational Board send any of those men to the various colleges or other such institutions, with a view to fitting them for the various professions?

Mr. ROGERS. I understand that the term "placed in training" means in a general way, or very often means, that they have been matriculated in some college or school in order to train them for the particular work for which they have been recommended.

Mr. FESS. If a man had been taken out of college with his college course partly completed or uncompleted, and was wounded, he would be a legitimate subject for placing in college.

Mr. KREIDER. Especially if he were taking a course with a view to practicing medicine or law.

Mr. FESS. If they were taken out of college and wounded in the war.

Mr. KREIDER. That being the case, then those who have been placed in those schools are included in the number of wounded who have been placed in training?

Mr. ROGERS. Yes.

Mr. KREIDER. Is it not a fact that this discrepancy to which you have referred as having developed in the meeting on that Sunday before the Appropriations Committee was due to the fact that in one instance Dr. Prosser referred to the placing of these men in colleges and the rate that it would cost the Vocational Board, while at another time the figures were given on the basis of training them in another way?

Mr. ROGERS. That may be. I only referred to it to indicate that in the belief of the Committee on Appropriations the two figures were apparently for the same item, and that they varied two or three hundred per cent.

Mr. KREIDER. It often happens even in these hearings, that one member of the committee has one thing in mind in asking a question, and another member has another thing in mind, and he applies the answer to the question of the other member to what he has in mind.

Mr. SNELL. Have you any information showing how many men have been placed back in the colleges?

Mr. ROGERS. I have not seen that figure.

Mr. SNELL. Have you, Dr. Fess?

Mr. FESS. No, sir, I do not remember; but it is not large in proportion.

Mr. SNELL. I suppose it would be very small in proportion?

Mr. ROGERS. I want to emphasize upon the committee two considerations that seem to me to be very persuasive on this whole problem of placing back in gainful occupation the disabled or discharged soldiers. I have had a good deal to do with disabled boys who have been discharged, and you have had a great deal to do with them. Most of these boys are from 18, 19, 20, to 25 years of age, and there are 250,000 of them in the country. There are probably 400 or 500 of them in each congressional district, or that proportion. Those boys have led an out-of-doors adventurous life as soldiers for six months, a year, or a year and a half, and they have gotten out of touch with civilian methods. They have gotten restless and are a little averse, at the moment, perhaps, to taking a serious hold on a difficult or intricate thing. These boys, or some of them, have got to be reached out for and almost forced to take up this vocational work. Otherwise, they will let it go. They will slip and slide and go along the line of least resistance. In other words, we must go out and get those boys, and not sit back here and say, "Here is a fine thing if you will come and get it." My impression is that the Federal board, perhaps through physical inability in view of the size of the problem, or perhaps for some other reason, has not been quite able to take that point of view in dealing with it. It has not gone out to get the boys to the extent that, it seems to me it should have done, and I think I can establish that by testimony.

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Mr. FESS. The committee or the representatives of the board before the Appropriations Committee, in stating the needs for funds, emphasized that particular function, and, if you will refresh your memory, you will remember what an excoriation they received, not only from the Committee on Appropriations, but from Congress for going out and hunting up people and thereby increasing the expense. That was made the subject of very severe criticism.

Mr. ROGERS. That does not in the least modify my opinion that that is a proper function of the board.

Mr. FESS. I agree with you entirely, but there is some explanation of the board's hesitancy in doing that.

Mr. ROGERS. Knowing Congress as I do, I can not think, if Congress understands the need of making the boy take what is good for him and of making him do it almost against his will—I can not think that Congress would criticize the exercise of that function on the part of the Government.

Mr. RODENBERG. Are the powers conferred by Congress upon the Committee on War Expenditures broad enough to enable that committee to make that investigation without the passage of this resolution?

Mr. ROGERS. I have not thought of that, and I do not know.

Mr. RODENBERG. They have rather sweeping powers, and great authority was given to that committee. I was wondering if they would not have full authority to make the very investigation you are asking for here?

Mr. ROGERS. It may be that they have.

Mr. FESS. If the chairman will permit me, I should think, as a friend of the board who will not resist an investigation, because I think the board ought to have the right to be heard, and that the proper way to do it would be to have an investigation—I would prefer to have such an investigation made by a committee selected for the purpose, rather than by this older committee.

Mr. ROGERS. Supplementing what Dr. Fess has just stated, I will state that the day after I introduced this resolution, Dr. Munroe, the vice chairman and really the active chairman of the board, and Mr. Holder, the representative of labor on the board, both came to see me. I will tell the committee just what I told them, that is, that my purpose was not to go out and "get" them if I could, but that I was simply trying to improve the service through illumination. They replied to me with the statement that they courted an investigation themselves.

Therefore, so far as I know, there is no disposition whatever on the part of anybody to abuse or embarrass the Federal Board for Vocational Education. As I said at the outset, my contention is that the country thinks that the Federal board has utterly fallen down, and, if it has, let us help it to find itself. If it has not, it will be, in my judgment, better for everybody if we know that fact. If the committee should report this resolution and it should be accepted by the House, I do not know whether I should be on the committee; but if I were on the committee, I will say very frankly that I should try to be helpful rather than destructive.

Referring back, if there are no more questions, to my statement at the outset that we should reach out and help those boys, even though they are reluctant, I have in mind the case of a boy who was discharged from the Yankee Division on January 23, of this year. He had lost an arm, and that boy waited, waited, and waited, and, gentlemen, he is still waiting. He has not been put into vocational training.

Mr. SNELL. Did he try to get in?

Mr. ROGERS. He has tried to get it. Part of the fault, I am frank to say, was in the Bureau of War Risk Insurance; but, in my judgment, a part of the fault was in the Federal board. That boy started out as a good, clean, bright kid. I know him and have talked with him a good many times, and I have been trying to get action on his case. He did not get it. He had lost an arm. He began drinking pretty hard and began to get into rather low company. I am afraid that boy is going to be of the genus bum all his life. Gentlemen, this is not the sort of thing that we can take up seriatim and at leisure. We can not take a college class and recruit it this year with a certain number of disabled boys and another group another year, because this problem will not wait. Those boys will go to hell if we do not take care of them now. That is why it fills me with concern, I confess, when the Federal board quotes with apparent approval the fact that up to August 23, 7,812 men out of 250,000 men disabled had been put in training. It is a problem that will not wait. I have here the case of another boy, a boy whom I know myself. He was at Walter Reed Hospital, and my wife used to to go and see him every day. That man thought he was going to get vocational training. He was discharged from the hospital, as I remember, in January or February, but he has not gotten into vocational training yet. I have the case of another man who was discharged in June——

Mr. SNELL (interposing). Right there, if you will permit me to interrupt you, was any definite reason given why that boy could not go into training? That would be positive information.

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Mr. ROGERS. I think that up to the time of the act of July 11, 1919, the necessity for determining compensibility was probably the primary reason. In other words, the War Risk Insurance Bureau fell down. Unless something has happened within the last week or two, although nearly three months have elapsed since the passage of that act, the boy is still waiting for instructions to begin his training. The result of it will be, as he told me the last time I saw him, "I can not wait, because I have not any resources, and I am going to be a watchman. I guess I will be a watchman all my life."

Mr. DALE. You referred to the War Risk Insurance Bureau. Will you state what you meant by your statement that they had fallen down?

Mr. ROGERS. My reference was to the fact that in order that the Federal board should have the right, until the passage of the act of July 11 of this year to begin training, it was necessary that the War Risk Insurance Bureau should have decreed the compensibility of the man. According to my information, the decrees were tremendously behind in coming down.

Mr. RODENBERG. The question of compensibility would have to be acted on first?

Mr. ROGERS. That had to be acted on first, or before the Federal board could undertake the training of the man.

Mr. FESS. That is corrected, however, in the act of July 11.

Mr. DALE. Do you have the record of those boys in the Bureau of War Risk Insurance? If that was the cause of the failure, have you the record of their cases in that bureau?

Mr. ROGERS. I think it was because they were a few miles behind in all the branches of their work.

Mr. DALE. You do not know whether they had the records at all, do you?

Mr. ROGERS. Everybody who was discharged from the service with a rating of 10 per cent disability, or more, is at once and automatically known to the War Risk Insurance Bureau, as I understand it, through his application for compensation, if in no other way.

Mr. DALE. He ought to be, but he may not be.

Mr. ROGERS. He certainly ought to be, and my impression is that the record was there.

Mr. FESS. The War Risk Insurance Bureau to-day is answering letters that came in last May. It is that far behind. That is official information that came to me yesterday.

Mr. RODENBERG. Three months have intervened since July 11.

Mr. KREIDER. I have had several boys write to me wanting to know what they should do in order to avail themselves of these benefits. I have taken the matters up with the Bureau of War Risk Insurance, and they say that they will send them blanks on which to make applications, and that on the applications they will determine whether or not they are entitled to those benefits. One of them has lost a leg, and I do not see why a man who has lost a limb should be compelled to sign an application and answer a lot of questions in order to have it determined whether or not he is entitled to those benefits. I can not understand it.

Mr. ROGERS. I asked my secretary to get for me two or three cases that had come in recently involving vocational training, and I have referred to two of them. Here is another case of a man who was discharged on January 23, 1917. He was for 16 months in France, and he is also a Spanish War veteran. He writes as follows:

"I am a discharged soldier of the World War and also from the Spanish War. Now, when I got discharged on January 23, 1919, after 16 months' service in France, I was wounded on the Verdun front, having the first joint of the index finger of the left hand shot off, and also perforated ear drum on the right side. I got a 20 per cent disability when I got discharged. Now, the United States Government said that they would give men with a 10 per cent or over disability a vocational training with compensation while learning. Six months ago I put in for training and have got no satisfaction from the Federal board, but some who have got but 10 per cent with a little pull who put in after I did got theirs in less than a month."

In other words, that is the case of a man who was discharged on January 23, 1919, and he is still waiting for training. It may be partly his fault. It may be that there are circumstances which are beyond the control of the Federal board. But my point is that we must overcome those circumstances. This work must be undertaken promptly or it will fail of success and will fail of its purpose. I have here another case of a man discharged on March 17, 1919. He was given, as I remember it, a 25 per cent rating, but he is still waiting for an opportunity to undertake vocational training. Here is the case of another man who was discharged on June 2, 1919, and he is still waiting an opportunity to begin a course of vocational training. I do not know whether you gentlemen have segregated your correspondence as I have for the last few days in contemplation of this hearing; but if you have, or if you will ask your secretaries to do so, I think that you

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will find your constituents are not getting training from the Federal board. As I have said, it may sometimes be partly the boys' own fault, but we have got to give it to them in spite of their own faults or in spite of their apparent indifference. If they must pound along step by step and stage by stage through one of the most intricate and labyrinthic masses of red tape ever devised by a governmental body, it is not to be wondered that they get discouraged and say, "What is the use?" and simply drift back into the old blind alleys. I am satisfied that has happened in thousands and thousands of cases and that it will continue in the future.

I want to say that from my point of view I am afraid that in enacting the law of July 11, which was heralded as a panacea, we have jumped from the frying pan into the fire, somewhat. Up to July 11 the criterion for training was whether or not a man was discharged with a degree of disability amounting to 10 per cent or more, and whether or not he had been declared compensable by the Bureau of War Risk Insurance. The act of July 11, 1919, put the matter on a new footing. This law provides that any discharged soldier, etc., who has had a service disability and who in the opinion of the Federal Board for Vocational Education is in need of vocational rehabilitation to overcome the handicap of such disability shall be furnished with such course of rehabilitation as the board shall prescribe and provide.

In other words, the Federal board has entire jurisdiction of determining, without review by anybody so far as I know, whether or not a given man has been handicapped in earning his living at his old trade, or is in need of vocational rehabilitation to overcome the handicap of such disability.

The board has been conscious, I think, of its problem and of the fact that its problem was perhaps beyond it; and they have divided these 250,000 disabled soldiers into three classes, the major handicaps, the minor handicaps, and the negligible handicaps. Only the major handicaps are being considered at all, as I understand it, at this time, because they can not handle even them, and therefore they can not undertake the taking up of the minor and the negligible handicaps. The result of that is, of course, that the minor and negligible men, even though they need the training, are not getting any attention at this time. It is only a vista on the horizon that enables them to hope that some time something will be done for them.

As to the major handicaps, even, the Federal board then adjudicates the case to determine whether or not the man is disqualified from earning his living. My information is, although this I think could not be developed without an actual investigation that the Federal board is extremely rigid in determining what sort of men are in fact vocationally handicapped. They do not give a man what is called section 2 training, which is the real training with payments for himself and family, unless it is the clearest possible case.

One of the representatives of the Association of Disabled Soldiers, Sailors, and Marines is here this morning, Mr. Ridgway, and I hope the committee will hear him as he has a typical case of that kind which I trust he will submit to the committee.

Section 3 training, so called, simply gives the man the cost of tuition as that section is interpreted by the board. In other words, if he has no means of his own, if he has a family to support, he gets no facilities whatever for section 3 training. I am not entirely clear whether that results from the interpretation of the board of the law, or whether it is in fact necessarily true that the law excludes the opportunity of paying men while they are undergoing section 3 training; but the fact is that very few of the men who need it most—and it is not necessarily the major handicap men, perhaps, who always need it most—are getting the actual training or see in the immediate future prospect of having an adjudication which will enable them to get the training.

I could go on, gentlemen, because I have a mass of material here, and it would probably take me another hour; but I would rather, if the committee is willing, to give way at this point and allow two or three men who are here to speak briefly; and then if the committee is willing to hear me later perhaps I shall ask for that opportunity. May I now give way and call two or three witnesses, Mr. Chairman?

The CHAIRMAN. Yes; just as you determine in that matter.

Mr. ROGERS. I should like first to ask our former colleague, Col. Miller, representing the American Legion, to speak to the committee.

Mr. ROGERS. Dr. Prosser called attention to the fact that the Federal board was being very bitterly criticized then—this letter, by the way, is dated August 22, 1919—and we all know it is being very severely criticized now, for something that is probably in no sense its fault, namely, for making the distinction between section 2 men and section 3 men. Whatever the law was intended by Congress to mean, it has been interpreted to mean that a man must be

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suffering from an actual vocational handicap in order for him to be admitted to the benefits of section 2 training. Dr. Prosser says this:

By increasing the rate of support to men in training, the Congress has by recent legislation made the maintenance of disabled men in training and their dependents average about $100 per month, thereby making an award of training financially advantageous. Many people look upon this training pay as a legal right of every man with a disability, however slight or negligible, comparable to the $60 bonus and the award of compensation. This is not the law, and consequently the board is unable to administer it from any such standpoint; but it is on the basis of this misconception that great pressure is being brought to bear from returned soldiers and persons occupying prominent public positions.

I suspect he may have had in mind members of Congress among others.

To satisfy this demand that every man discharged from the service with a disability be placed on the Government pay roll at an average salary of $100 per month, it will be necessary for Congress to amend the present law and to face without hesitation an expenditure of from $400,000,000 to $500,000,000 before the task is completed.

And then I want the committee, if it pleases, to notice these two sentences especially:

This may be, and in the opinion of many persons is, the best and most equitable solution of the difficulty. They hold that as a measure of social reconstruction every man injured or diseased in the service should be given, at Government expense, a minimum of from 6 to 12 months of training, and believe not only that this training is due all such men as compensation for suffering but also that money spent in this way on them will provide the largest social return.

I assume the committee has examined fully the various pamphlets which have been issued from time to time by the Federal board. The two which I have in mind are Monograph No. 1, Rehabilitation Joint Series No. 1, dated November, 1918, and Monograph No. 3, Vocational Rehabilitation Series No. 3, also dated November, 1918. They were both issued the month of the armistice. I am not going to quote from them because I have read in the press that this subject has already been discussed before the committee. But I confess, gentlemen of the committee, that I see no escape from the conclusion that as far as the Federal board could pledge the country to the grant of section 2 training to all disabled men, that literature does it.

I have read it over very carefully with that in mind, and I see no escape from the conclusion that if the soldier had a right to take it literally what the Federal board told him, he has a right to section 2 training, no matter whether his disability now constitutes a vocational handicap or not. I do not contend that the Federal board in that literature had a right to go outside the law. I do not contend, in other words, that there is any legal obligation upon Congress to make good promises that the Federal board had no right, under the law, to make. But I think it is a very serious question for this committee to decide whether, on the whole, we must not make good the promises that our recognized agency made, especially when those promises have never been officially contradicted by anything that has been said since, as far as I know; and especially when the entire tenor of the discussion has always been that we must recognize the debt of honor which the Government owes to all disabled soldiers.

Of course, near the outset of the inquiry, came the question as to the cost of this section 2 vocational rehabilitation extension. Dr. Prosser, you will notice, said in his letter that it would cost without question from $400,000,000 to $500,000,000. I gather that he includes in those limits the present cost of vocational education, and is giving a round

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sum, which includes both the cost if the present plan were carried out, and also the cost if the new plan were added to the present plan.

I asked Mr. Lamkin the other day to prepare an estimate which would give the best judgment possible as to the cost of extending the law in this way. Mr. Lamkin remarked to me that his experts, after considering it, had found that it was about as difficult a computation as for the blindfolded man to pin the tail on the donkey; but he has prepared this letter which I would like to read to the committee, dated April 12, and which I will put in the record in full:

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION FOR DISABLED
SOLDIERS, SAILORS, AND MARINES,
Washington, D. C., April 12, 1920.

Hon. JOHN J. ROGERS,
House of Representatives,
Washington, D. C.

MY DEAR CONGRESSMAN ROGERS: In accordance with your request, I am submitting an estimate of the cost of training disabled men, if eligibility for training is based on a 10 per cent physical disability without regard to occupational handicap.

It is estimated that there are 335,000 men discharged from the Army, Navy, and Marine Corps with some degree of disability. From figures furnished by the Bureau of War Risk Insurance it is possible to determine the number of awards that have been made and the number disallowed. If the whole group of 335,000 men is divided proportionately to the group whose claims have been settled by the bureau, there would be 272,000 with a disability 10 per cent or greater in degree.

It has been the experience of the board that approximately 50 per cent of the men who have been approved for training are taking training at the present time. This percentage at one time reached 71 per cent, the reduction to 50 per cent being occasioned by the fact that a number of men who had not applied for training were offered training, the initiative having come from the board. In the same manner it is not expected that more than 50 per cent of the men who would be eligible for training under the revised standard would take training. It is therefore estimated that 136,000 men would be the maximum number who would avail themselves of the opportunity if the standards of eligibility were changed by law.

If every man entering training is given a thorough course, the average period of training will be greater than one year. Of every 1,000 men entering courses of training—

Fifty will complete their courses in six months.
One hundred and fifty will complete their courses in 12 months.
Three hundred will complete their courses in 18 months.
Four hundred will complete their courses in 24 months.
Twenty-five will complete their courses in 36 months.
Seventy-five will complete their courses in 48 months.

Figuring the appropriation necessary on the basis of 136,000 men entering training in courses properly adjusted as to length, the total cost at $155 per man per month would be as follows:

First year, at $155	$246,636,000
Second year, at $155	164,424,000
Third year, at $155	25,296,000
Fourth year, at $155	18,972,000
Total	455,328,000

Figuring the same number of men with payments increased $20 a month in accordance with H. R. 12266 [which I think is the Darrow bill], the necessary appropriation would be—

First year, at $175	$278,460,000
Second year, at $175	185,640,000
Third year, at $175	28,560,000
Fourth year, at $175	21,420,000
Total	514,080,000

I would be very glad to have a conference with you on this matter at any time.

Very truly, yours,

UEL W. LAMKIN,
Chief Division of Rehabilitation.

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On the present rates of compensation, therefore, the total cost of offering section 2 training to all disabled men, as far as a scientific guess will indicate, is $455,000,000. That, however, is not the increase over what our bills will be, even if the present law is continued without enlargement. That includes both the present class 2 type and all the other disability men, if class 2 were broadened so as to include them. I asked Mr. Lamkin verbally what the ratio was between the cost which we should incur anyway and the cost which we should incur if we broadened class 2 to include all men. He replied that he thought, speaking roughly again, that instead of spending $3 we should spend $8, and in that proportion right through the millions. In other words, to broaden class 2 so as to include all men who are suffering from a compensable disability would somewhat more, according to Mr. Lamkin, than double the present expenditures which the Government has already committed itself to undertake.

I also have a letter which Dr. Munroe prepared for me sometime in February, which I will not read, but which I should like to have included in the record. It is only two pages, and it is also on this exact point.

The CHAIRMAN. There is no objection, and you can submit it.

Mr. ROGERS. Dr. Munroe's guess as to the additional cost of extending section 2 training to disabled men not now entitled to it is $211,000,000, which is somewhat smaller than that of Mr. Lamkin. I suspect his smaller cost is because of the fact that Dr. Munroe figured the monthly cost at $127 a month while Mr. Lamkin figures it at $155, and also because Dr. Munroe took the average training at 10 months, and I rather think that the average estimated by Mr. Lamkin is slightly over one year, speaking broadly, it perhaps is not an unlikely prediction that the cost of extending section 2 training to all men with a compensable disability is somewhere between $225,000,000 and $275,000,000 in addition to the amounts to which we are already committed under existing law.

(The letter referred to follows:)

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION FOR DISABLED SOLDIERS, SAILORS, AND MARINES.
Washington, D. C., February 2, 1920.

Hon. JOHN JACOB ROGERS,
United States House of Representatives,
Washington, D. C.

MY DEAR CONGRESSMAN ROGERS: I am sending herewith a copy of our recent letter to the Secretary of the Treasury in which you will find on page No. 2 the figures showing the cost per man for rehabilitation. This shows a cost of $127.27 per man per month.

As to the possible numbers that might take training under a measure opening up section 2 training to every man disabled to the extent of 10 per cent or more, any estimate we can give is nothing but a wild guess. We have at present approved for section 3 training about 2,100 men, and we have actually taking section 3 training about 700 men. In addition our so-called eligibility squads have approved for section 3 training throughout the districts about 20,000 men. Should the same proportion hold with these, there will be at least 7,000 more men who will eventually take section 3 training under the present law. Should these same men be made eligible for section 2 training, possibly 15,000 might take advantage of the new law.

The above figures give us no idea, however, as to the possible numbers, since there is an immense body of men who have never come to us at all, since they know that they are not eligible under the existing law. The medical section of the Bureau of War Risk Insurance estimates that the total number of cases that will be finally adjudged

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disabled to the extent of per cent or more will be 500,000. In addition to that, there are about 200,000 men discharged from Army camps whose service was limited to the period between their acceptance by local draft boards and their discharge at the Army camp. How many of those 200,000 might be found eligible under such a law as you propose, no one can possibly foretell. As to the 500,000, who actually saw some camp or Army service and who, in the opinion of the Bureau of War Risk Insurance, may be adjudged at least 10 per cent disabled, one man's guess is as good as another's, concerning the number who might claim training under your suggested law.

If we set the arbitrary figure of 50 per cent and subtract from the 250,000 the 75,000 which it is likely we will be called upon to train under the existing law, we have the figure 175,000, to whom the Government might be obligated by your legislation.

At the figure shown in our letter to the Secretary of the Treasury each of these men would cost the Government at least $1,500 a year, and the average period of training is likely to be at least 10 months. Consequently, the cost of training 175,000 men for an average of 10 months at $127 a month is, if I have figured correctly, about $211,225,000.

I want to emphasize, however, that any estimate must be the merest guesswork, since all the figures are so uncertain and no one can possibly foresee how many men will avail themselves of the more liberal legislation which you propose. We are safe in declaring, however, that it will much more than double the prospective cost under existing legislation and it may multiply that cost many times.

Very sincerely, yours,

JAMES P. MUNROE, *Vice Chairman.*

It is my own impression, as I say, that the Government is morally committed to that course and that it is probably a wise undertaking even though we are not morally committed. I believe that the return, as Dr. Prosser intimated in his letter, to society, to our national well-being, in taking these young men and giving them a technical training along the lines for which they are fitted, would repay itself. I think it ought to be comprehended in any consideration of special aid for the soldiers. We are at this moment considering the granting of very large sums to soldiers irrespective of disability. I am concerned first for the men who have a disability of 10 per cent or more. I think we ought to take especial cognizance of those men and give them every chance for a start in life.

Suppose a given individual can go back to the old job at which he worked in 1916. He has lost a leg, but the loss may not unfit him for his old job which was a "blind-alley" job. That man under the present section 2, as interpreted, can have no Federal vocational training. I think he ought to have vocational training both for the good of society and because we owe that man something because we took off his leg. We are going to pay him compensation in dollars, but let us try to compensate him mentally as well as in his pocketbook. Let us broaden his horizon. That is the way we will really improve the man in the long run, and, gentlemen, as we improve the man we improve the Nation also.

I have certain tabulations which were prepared for me by Col. Cholmeley-Jones on February 9, 1920, and which indicate, for purposes of comparison, the number of men who have applied for compensation and the number of claims which have been allowed and disallowed. I will not weary the committee with those figures, but I think they may serve as a basis for checking up the computations which have been made by Mr. Lamkin and Dr. Munroe, to which I have already alluded.

The CHAIRMAN. You may put them in the record.

(The statement referred to follows:)

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Applied for compensation to January 29, or known to have been wounded even though not applying	351,627
Claims allowed	163,501
Disallowed; not compensable to amount of 10 per cent	104,397
Actual number for which checks were being drawn on Jan. 29	133,223
Not yet decided to what amount compensable. Includes also men known to have been wounded but who have not applied; one-third of this number will probably be granted compensation; two-thirds will not get on rolls	83,729
Ultimate number of men likely to get on rolls	250,000–300,000
Applications received week of Jan. 8	3,505
Applications received week of Jan. 15	6,255
Applications received week of Jan. 22	4,608
Applications received week of Jan. 29	4,250

Mr. ROGERS. So much for this bill, H. R. 10785. My other suggestion is embodied in a bill which is not before this committee, although this committee is certainly concurrently interested, and that is H. R. 13407. This is a bill I introduced on April 1. It aims to do two things: First, to transfer the Federal Board for Vocational Rehabilitation, so far as it relates to the rehabilitation of the soldiers, from its present auspices to the Bureau of War Risk Insurance; and, second, it aims to transfer the Public Health Service also to the Bureau of War Risk Insurance. Because this bill involves the Public Health Service and the War Risk Insurance Bureau, it went to the Committee on Interstate and Foreign Commerce instead of coming to the Committee on Education.

I may say that this bill and the other bill to which I have alluded have been indorsed and recommended by the American Legion. I do not speak of that because it necessarily makes the bills either right or wrong, but because the experts of the American Legion, who have given considerable attention to these problems, are convinced that they are necessary if we are to get to the bottom of things and remedy conditions.

Of course, any bill like this which transfers new functions to the Bureau of War Risk Insurance must stand or fall according to whether we believe in or disbelieve in the Bureau of War Risk Insurance. Gentlemen of the committee may entirely differ with me in this, but my experience, and of course most of us have to judge on these matters from our own personal experience, has been that the Bureau of War Risk Insurance is now making a tremendous success of its job. I have cited to the committee one or two of my experiences with the Federal Board for Vocational Education. This is the habitual result—not the occasional result, but the habitual result—we have on compensation cases: We get the original application one day, send it down to the Bureau of War Risk Insurance, and almost invariably within 48 hours we get the award of compensation made. Perhaps it is not fair to compare on equal terms the kind of problem with which the Federal board deals with the somewhat more mechanical problem that the Bureau of War Risk Insurance has to meet; but, on the other hand, the Bureau of War Risk Insurance is dealing with millions of cases while the Federal board is dealing with thousands. I believe—and I think those who have studied the question most also believe—that the Bureau of War Risk Insurance could take this work over, could absorb it, and coordinate it in a way which would very promptly bring a greater degree of efficiency, and, in a word, could bring order out of chaos.

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I asked Col. Cholmeley-Jones, Director of the War Risk Bureau, to prepare for me a memorandum which illustrates his view as to why the Bureau of War Risk Insurance, the Public Health Service, and the Federal Board for Vocational Education should be coordinated. I appreciate that the suggestion will be made that Col. Cholmeley-Jones is not an impartial witness, because we all know that in this world men are rather covetous of power, and, of course, assuming that he continues to be the head of the Bureau of War Risk Insurance, this would bring more activities under him. Therefore I do not ask you gentlemen to accept this letter as fact because he says it, but I ask you merely to weigh the reasons he gives and see whether or not they are sound. I am not going to read this letter at length, because it is something over three pages long, but if I may, Mr. Chairman, I will print it in the record. It deals directly with this one point.

The CHAIRMAN. There is no objection to that.

Mr. ROGERS. I should like, however, to read one or two paragraphs:

Already there is great dissatisfaction on the part of the ex-service men and women because of the fact that they are obliged, in dealing with the Government in connection with their compensation, medical treatment, and vocational training, to communicate with three distince branches of the Government service, whereas the same evidence required to satisfy a compensation claim is needed also to satisfy their application for vocational training or medical treatment and care.

In other words, you get three sets of papers necessary whereas one ought to suffice in order to establish the three different kinds of benefits which the individual is seeking.

Then Col. Jones deals with the proposal to disorganize the Bureau of War Risk Insurance in accord, I think, with the Smoot bill in the Senate and the Fordney bill in the House. He is quite naturally opposed to that, and he says:

If the compensation division of the bureau were under the Department of the Interior and the insurance division under the Post Office Department and the Public Health Service functioned as a separate bureau, ex-service men and women making claim for compensation for total and permanent disability and for medical care and treatment would have to make application to three different departments or bureaus of the Government, furnishing each with a copy of the honorable discharge certificate, the affidavit as to dependency of their immediate relatives, copies of marriage and birth certificates and other formal documents.

I read that paragraph only to illustrate the sort of thing which even now under the present system has to be furnished to the Government in triplicate. We all know that it is a frightful nuisance for us, somewhat experienced we will assume, in public affairs, to get copies of birth records or death records or marriage certificates and things of that sort.

We are dealing with 4,000,000 men and their families, a very large proportion of whom have not had the advantages of education, a very large proportion of whom live out in the remote countryside where they can not get readily at the material which they need. The point is whether we ought to put them to the time and the labor and the expense of getting three different sets of things as they have to now, in order to establish their claim before the Government to which they have a right by law. In other words, the question is whether it is not always well to coordinate, provided there is not some obvious disadvantage to result from coordination.

The letter above referred to follows:

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TREASURY DEPARTMENT,
BUREAU OF WAR RISK INSURANCE,
Washington, April 8, 1920.

MY DEAR CONGRESSMAN: Pursuant to our conversation this p. m., I give you herewith an outline of the reasons why the Bureau of War Risk Insurance, the Public Health Service and the Federal Board of Vocational Education should be coordinated.

The members of the American Legion have expressed confidence in the present administration of the Bureau of War Risk Insurance and in their ability to render the full service which was intended by Congress in the passing of the war risk insurance act and subsequent amendments thereto, and has expressed itself as being unalterably opposed to Senate bill No. 3657, the purpose of which is to abolish the Bureau of War Risk Insurance, and to H. R. 13089, the purpose of which is to transfer the compensation division of the Bureau of War Risk Insurance to the Pension Bureau.

Already there is great dissatisfaction on the part of the ex-service men and women because of the fact that they are obliged, in dealing with the Government in connection with their compensation, medical treatment, and vocational training, to communicate with three distinct branches of the Government service, whereas the same evidence required to satisfy a compensation claim is needed also to satisfy their application for vocational training or medical treatment and care.

This unnecessary burden which is placed upon ex-service men and women, so many of whom are badly wounded and in miserable physical condition, is regarded by ex-service men and women as being unreasonable and unjust.

Ample time has elapsed since the signing of the armistice for the Government to have had sufficient experience in the handling of these soldier problems to have established a more complete coordination of these Government agencies than has been established to date.

The example which has been set by the Bureau of War Risk Insurance in the coordination of its varous activities with ex-service men and women gives evidence conclusive that rather than abolish the bureau, thereby scattering its various divisions to other departments and bureaus of the Government, Congress should insist that all of the Government's activities in dealing with ex-service men and women should be coordinated and be put under the direction of one executive.

In the handling of an ex-service man's claim for total and permanent disability payments under the insurance feature of the act and for medical treatment and hospital care, the Bureau of War Risk Insurance coordinates all of the papers necessary to establish these claims in one folder, and the case is handled by the same examiner and reviewer and medical officer.

If the compensation division of the bureau were under the Department of the Interior, and the Insurance Division under the Post Office Department, and the Public Health Service functioned as a separate bureau, ex-service men and women making claims for compensation for total and permanent disability and for medical care and treatment would have to make application to three different departments or bureaus of the Government, furnishing each with a copy of the honorable discharge certificate, the affidavit as to dependency of their immediate relatives, copies of marriage and birth certificates, and other formal documents.

In the first place how are these ex-service men and women, the large majority of whom have never before had any dealings with the Federal Government, to know just what department or bureau of the Government they should communicate with on these specific problems?

If the Vocational Board, the Public Health, and the Bureau of War Risk Insurance were coordinated and put under the direct supervision of one cabinet officer, it would be necessary for the ex-service men and women, in making claim for either vocational training, medical treatment and care, or for compensation, to address their communications to one department of the Government, whose duty it would be to route the communication to the proper office for attention, where all of the formal documents and papers in connection with each service man or woman would be in one folder and in one set of files.

By this method of coordination, rather than a further dissemination, an improved method of accounting could be installed, which would prevent the overlapping of compensation and vocational training payments to the ex-service men and women, which would make it possible for checks to be mailed to the men with some degree of correctness and regularity, whereas at the present time, when a man has entered an application for vocational training, he continues to receive a check from the Bureau of War Risk Insurance in addition to his new check from the Vocational Board, until such time as the Bureau of War Risk Insurance has been advised that the ex-service man is taking vocational training, and the payment of compensation is discontinued.

At the present time the Vocational Board and the Bureau of War Risk Insurance are accommodating each other by the furnishing of copies of documents in order to prevent

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as far as possible this unnecessary annoyance to ex-service men and women who by reason of their disabilities are obliged to deal with this Government agency.

Ex-service men and women all over the country are not satisfied that Congress has done all that it might have done in making a proper coordination of these services possible, and there is a general resentment on the part of the ex-service men and women toward the attempt which is being made by some Members of Congress to destroy even that which has been accomplished by the Bureau of War Risk Insurance.

In Senate bill 3657 it is recommended that the Allotment and Allowance Division of the Bureau of War Risk Insurance be turned over to the Army, the Navy, and the Marine Corps, respectively. This we believe to be entirely unnecessary, especially so since that division of the bureau has practically completed the work for which it was established, and since, by recent amendment to the war-risk insurance act passed November 24, 1919, the Allotment and Allowance Division of the Bureau will cease to exist four months after the President proclaims peace. Why, then, should so much fuss be made over the returning of these dead records to the Army, Navy, and Marine Corps, since they could serve no useful purpose if so distributed, and since it is a fact that these records if maintained in the bureau, are of very distinct advantage by reason of the evidence contained in these files in helping in the adjustment of compensation and insurance claims?

The Bureau of War Risk Insurance is the only Government bureau organized for the purpose of serving ex-service men and women in which the ex-service men and women have implicit confidence. The Bureau of War Risk Insurance is regarded as the ex-service men's and women's bureau of the Government, fortunately a large majority of the officers and men employed in the bureau are ex-service men, and many of the women are ex-service women.

Ex-service men and women have expressed themselves as bitterly opposed to what seems to be an attempt to involve the operations of the Bureau of War Risk Insurance, the Vocational Board, and Public Health, in party politics. Ex-service men and women are thoroughly aware of the fact that since the armistice was signed, the so-called Sweet bill is the only constructive legislation which has been passed for their benefit, and that all other bills, including the pending Wason bill, have been delayed and delayed without justification.

Ex-service men and women have expressed themselves as being satisfied that the complete coordination of the Vocational Board, the Public Health, and the Bureau of War Risk Insurance is absolutely necessary in the interest of the Government, as well as for their own interests, and they have insisted, by resolution through the American Legion, that Senate bill 3657 and H. R. 13089 shall not be made a law.

Yours, very truly,

R. G. CHOLMELEY-JONES,
Director.

Hon. JOHN JACOB ROGERS,
House of Representatives, Washington, D. C.

Mr. ROGERS. I do not know that I have the right to quote individuals in favor of this plan. I have already mentioned the American Legion. Mr. Jouett Shouse, our former colleague and now Assistant Secretary of the Treasury, in charge both of the War Risk Insurance Bureau and of the Office of the Commissioner of Internal Revenue, is very much in favor of this coordination. He tells me, and apparently tells me in all candor—and I think those of us who know him will think of him as a very candid and straightforward gentleman—that he does not care whether the Bureau of War Risk Insurance is kept in the Treasury Department or not.

If there is a good receptacle for it somewhere else, he is perfectly willing to have it sent to that other department. But wherever it is, and whether it is retained in the Treasury Department or not, he thinks that it is inevitable for efficiency that we must coordinate these three branches of our soldier-aid organizations. Col. Cholmeley-Jones I have already quoted, and I am informed that certain very well informed officials of the Federal Board for Vocational Education themselves feel exactly the same way. In other words, I do not think that this is now, whatver it has been in the past, a matter of interdepartmental or interbureau jealousy or friction. I

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think it is a question for this committee, or some other committee, to decide what is likely to produce the best results for the soldiers. I am convinced after such study as I have been able to give that it is perfectly clear that we are not going to get results out of this Federal board problem until we bring it under the wing of the Bureau of War Risk Insurance, whether we continue the Bureau of War Risk Insurance under the Treasury Department or not.

I think, Mr. Chairman, that is as far as I care to trespass upon the time of the committee. If there are any questions, of course I shall be pleased to answer them if I can.

Mr. TOWNER. Referring to that matter while it is fresh in our minds, Mr. Rogers, a little while ago you told us that you believed one of the things that ought to be done to improve the service with regard to the vocational training of soldiers was to decentralize.

Mr. ROGERS. Yes.

Mr. TOWNER. Now, it occurs to me that that is hardly in accordance with your suggestion now that we ought to transfer it to the Bureau of War Risk Insuance. Wouldn't that result in further centralizing the work?

Mr. ROGERS. I think we must centralize at the top and decentralize at the bottom.

Mr. TOWNER. Do you think it would be practicable for the War Risk Insurance Bureau to institute divisional regional territories and put men in charge of them, and do you think they could do it any better than the present board has been doing it?

Mr. ROGERS. Than the Federal board has been doing?

Mr. TOWNER. Yes.

Mr. ROGERS. I do think it would be better. I do think it would be possible.

Mr. TOWNER. Now, let us see the ground upon which you base that. We are open-minded about the matter and we want to see what would be your reason for thinking so. In other words, you believe that there would be greater wisdom in the selection of regional heads by the War Risk Insurance Bureau than there has been by the present board?

Mr. ROGERS. Of course, that can't be answered yes or no. We should hope for greater wisdom.

Mr. TOWNER. Well, is the objection that you have to the present board because of the personnel of the board?

Mr. ROGERS. I find that a very difficult question to answer. I do not know to what extent the defects of the board, as I believe them to have existed and now to exist, are attributable to the personnel at the top or the personnel at the bottom. I think probably it is the system rather than the personnel that is primarily at fault.

Mr. TOWNER. Well, say it is the system; in what way is the system primarily at fault? Of course, if you have any decentralized control of these operations it involves the action of the central authority in the selection of those who have charge of the regional sections. How are we going to improve that, Mr. Rogers, to any extent with the board at the head, or with the War Risk Insurance Bureau at the head, or anybody else at the head?

Mr. ROGERS. That is a matter of administration after all, administration founded upon as enlightened a system as legislation can give. My own feeling is that we ought to have tentacles extending

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out into the individual cities and into the hamlets; that, as I said quite early in my remarks, we ought to utilize the boy's own neighbor, we ought to utilize the man in the community who is interested in good works, the man, perhaps, who worked for the Red Cross or who served on the draft board; that we ought to put the boy in training first and then take him out of training if on review we find he is not entitled to it. All the presumption to-day is against the disabled boy; he must wait a year until he can prove his case. I think we ought to put him into training first and then put the burden of proof on the Government to establish that he is not entitled to training.

Mr. TOWNER. Well, take the instance that you cited in the Boston office: Here is a man that had made 11 different trips to Boston; he couldn't get any results; there was unnecessary, absolutely inexcusable, absolutely unjustifiable delay, because within two days after you had telegraphed them, without any interference from the central board or any assistance from the central board, this man, this regional director, was able to put this man in training. Now, certainly the fault in that case was due to the regional director, to the head of the Boston office; there couldn't be any escape from that conclusion, could there?

Mr. ROGERS. I don't know. I understand that there has been a degree of decentralization during the last six months. I am frank to say I don't know the details of it or the extent of it. But assuming that there has been a degree of decentralization, I don't know whether those papers were to be approved by the central office in Washington or by the central office representative sitting in Boston. I understand that both systems prevail, and, of course, I am not behind the scenes and I can not explain wherein arose the delay.

Mr. TOWNER. Well, such quick results could hardly have been explicable upon the theory that the central office was at fault, because evidently quick action was taken by the divisional office.

Mr. ROGERS. Evidently the central office was not at fault at that moment any way. I should rather put it that way.

Mr. TOWNER. I am not so much interested—of course we are all interested—in this individual instance; I am only using that as an illustration. Let us go a little further with your suggestion that there should be a still further decentralization. It has been shown here that in these large divisional offices there was not only delay occasioned by neglect probably, but delay occasioned because of the fact that with the force they had they could not attend to the number of applicants. That would be an additional reason, would it not, why there should be a still further decentralization?

Mr. ROGERS. I should think so; yes.

Mr. TOWNER. What would you think about this suggestion that has been made: To make the divisional offices very much smaller, even perhaps down to the congressional districts, where they were country districts; to put, we will say, the 200,000 unit of population into the hands of one representative of the board or of other the establishment, whatever it may be, having charge of the work, and that he should call to his assistance the various soldier organizations, such as the American Legion and the Red Cross and other societies who would be interested in the work, so that perhaps he might be able to dispose of the work in that section without any other assistance, except perhaps a stenographer? What would you think of decentralizing the work even to that extent?

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Mr. ROGERS. Judge Towner, I want to inform the committee as much as I can, but I am very much afraid that my opinion is not of great value on that question. I think that is a matter which the committee will have to work out after hearing from the men who are in a position to deal with this situation from within. I am on the outside of the fence looking in. I am just telling what my soldier boys, some of them, have had to struggle with in order to get results. I do not know what has been happening within the stockade all this time, and therefore I am not able to indicate how the organization and personnel within the stockade ought to be varied. I do want to say this, however; that I rather suspect that my colleagues in the House, perhaps including the gentlemen on this committee, would not by any means unanimously agree with me that the local offices were as good as I found Boston to be after I had taken up a given case with it. Boston had often delayed indefinitely the cases until I got into the game, but after that moment I must say that they have generally moved very swiftly indeed. Whether the gentlemen on the committee and the gentlemen in the House have had a similar experience I don't know. I am aware, of course, that there has been a great deal of adverse comment about the New York office. I know nothing of it myself, and while I am very anxious to be entirely candid in my answer to your questions, I do not feel that my opinion is nearly as good as those of the members of the committee.

Mr. TOWNER. Well, Mr. Rogers, the modesty that you assume is very becoming, but the committee feel that they are just as far outside of this proposition as you are, and they would value very greatly your judgment in the matter.

Mr. ROGERS. My opinion for what it is worth is that probably we shall have to have some sort of regional offices, certainly no fewer than there are now. Presumably, especially if the committee should extend the training benefits under section 2 to all disabled men, we should have to have more regional offices. Then it seems to me that under them we must get the suborganizations. We must perhaps go back to something akin to the draft board organization. Gentlemen will remember that we had the local boards and the district boards; then some organization more or less complete of a State-wide character; and, finally, all these activities centering in the Provost Marshal General's office in Washington. I don't feel at all sure that you can achieve your results, in other words, by making it only one direct step from the central office in Washington to the individual office in a small town in Kentucky or Illinois. I think probably we should have gradations on the way down.

Mr. ROBSION. Or Massachusetts?

Mr. ROGERS. Or Masaachusetts.

Mr. TOWNER. I want to ask you about this proposition of extending the benefits of vocational training to all of those who have a vocational or occupational handicap.

The language of the act, as you are aware, is somewhat peculiar. It says that every person who is disabled, etc., who after his discharge is, in the opinion of the board, "unable to carry on a gainful occupation." That is one ground—"to resume his former occupation"—that is another ground—"or to enter upon some other occupation"—that seems to be still another ground—"or having resumed or entered upon such occupation is unable to carry on the

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same successfully, shall be furnished by the board, where vocational rehabilitation is feasible, such course in vocational rehabilitation as the board shall prescribe."

As I understand your bill, you would substitute for all of those the single qualification that he shall have an occupational handicap which would entitle him to relief under article 3 of the act entitled "An act to authorize the establishement of the Bureau of War Risk Insurance in the Treasury Department." Is that correct?

Mr. ROGERS. That is exactly true. My bill, to read just the key sentence of it, provides that a soldier who has been honorably discharged, etc., and who has a disability incurred, increased, or aggravated while in the service, and who at the time of his making application for vocational rehabilitation is still afflicted with such disability in a degree which impairs his earning capacity to the extent of at least 10 per cent shall be furnished by the board with vocational rehabilitation.

Mr. TOWNER. These estimates of the cost and the number are all based upon the terms really of your bill?

Mr. ROGERS. Yes.

Mr. TOWNER. So that we may know exactly what that refers to, the increases that are contemplated here then would be such increases as would result from giving every one a vocational education who would be entitled to or who might be shown to have a 10 per cent disability. Now do you know whether or not that takes into consideration in the estimates made by Mr. Cholmeley-Jones and by Mr. Lamkin, the probability of the number that would apply?

Mr. ROGERS. Yes; Mr. Lamkin expressly says that while it is an estimate, he thinks that 136,000 would apply in all, including those who are now entitled, as well as those who would be entitled if the enlargement were made. And in the Munroe letter which I am also incorporating in full, the same computation is made. Dr. Munroe thinks that 75,000 would be trained under the existing law and that 175,000 might be added by this new legislation. The later opinion, and I should say the more carefully worked out one, is that the numbers will be substantially doubled if the legislation were broadened as I suggest.

Mr. BRAND. I would like to ask just a question or two, Mr. Rogers. You cited one case which appeared to be from your statement a case of inexcusable delay. What is the name of that man that you referred to?

Mr. ROGERS. The soldier's name is John Richard Barry, Company L, One hundred and third Infantry; residence, 7 Craven Street, Methuen, Mass. I am putting the entire letter in the record.

Mr. BRAND. You got action in 24 hours on that case?

Mr. ROGERS. In 48 hours.

Mr. BRAND. Was that due to the fact that you were a Congressman, or do you think it is due to the fact that they had the record ready for action and just fixed it up and signed their names to it?

Mr. ROGERS. The case may have been ripe. Of course I don't know at all about that.

Mr. BRAND. I didn't know but what the evidence had been assembled and they were just ready to pass on it anyway.

Mr. ROGERS. It is quite possible. The only query that suggests itself to me is whether after a year of delay it was not quite a coincidence at least that action should have followed within 48 hours.

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Mr. BRAND. How could they have taken up that case and reached a final favorable conclusion from the time you took hold of it until it was concluded unless some work had been done previous to that time?

Mr. ROGERS. We know from the letter that the man had made 11 visits to Boston. So there had been plenty of work done. I have no doubt the file was 6 inches thick on the case.

Mr. BRAND. I am not trying to condone the delay.

Mr. ROGERS. I understand.

Mr. BRAND. But I was wondering whether or not the record was complete and about ready for final action at the time.

Mr. ROGERS. That is certainly quite possible. I don't know about that.

Mr. BRAND. Now do you know to what particular officer this delay is due?

Mr. ROGERS. I do not know anything beyond this letter as to the facts of the case. This gave me all the information I had.

Mr. BRAND. You don't know who is chargeable with this delay?

Mr. ROGERS. Except that I suppose the responsibility is usually to be placed on the head of the district vocational office.

Mr. BRAND. I don't want your opinion; I want to know if you have any information.

Mr. ROGERS. I have no information.

Mr. BRAND. From your investigation did you find out who was responsible for the delay?

Mr. ROGERS. I have no information beyond that which I have read to the committee.

Mr. BRAND. Could you say whether it was due to the Boston office or the Washington office?

Mr. ROGERS. I have no opinion beyond the facts in the letter.

Mr. BRAND. Did you find any other case of delay?

Mr. ROGERS. Yes; I have had other cases.

Mr. BRAND. Like that?

Mr. ROGERS. I don't know that we have had many cases which have involved as much as a year's delay. We have had very many cases that have involved three to six months delay. I could have prepared and can prepare, if the committee would like to have it, a list of probably 200 such cases—certainly 150 cases.

Mr. BRAND. Now let us see how ponderous a job that would be. Suppose every Congressman wrote a letter furnishing this committee with his experiences in the cases he had handled, we would have to have this appropriation increased to take care of the work and we would never get through investigating.

Mr. ROGERS. It was precisely on that theory that I preferred to bring to the committee one illustrative case rather than a mass of other cases, as I could have done.

Mr. BRAND. But I was just wondering how many cases of extreme delay and negligence on that part of the office had passed under your review similar to that one.

Mr. ROGERS. I have had many, many cases. I should think I have perhaps had 30 cases that involved delays of 6 months.

Mr. BRAND. Was that due to the Washington office or the local office?

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Mr. ROGERS. I think probably both. And again, you say you don't want my opinion. That is really all I can give you in these matters, you know.

Mr. BRAND. What I meant by that was I wanted you to give me the facts as you found them.

Mr. ROGERS. I am anxious to be as responsive to your questions as I can.

Mr. BRAND. But your opinion as to who is responsible for the delay without investigation or stating any facts, you know, would not help us in deciding the case.

Mr. ROGERS. I have no criticism to make of your comment. I quite concur in it, but my impression is that in our earlier days, perhaps beginning about last July and ending, say, in December or January, the delay was usually attributable to conditions in Washington. After that time I think perhaps the delay is quite as apt to be attributable to local conditions, as it apparently was in this recent case.

Mr. BRAND. Now, Mr. Rogers, wasn't the delay in those early cases due to the War Risk Insurance Bureau?

Mr. ROGERS. I think so, unquestionably. I think that before the law of July 11, 1919 was passed it was a wonder that they ever got anything decided.

Mr. BRAND. Now that is a question for opinion, and therefore I am going to ask you whether, in your opinion, practically all of the delay up till that time was due to the War Risk Bureau.

Mr. ROGERS. I don't know whether I can say practically all or not, but it is perfectly clear that we could not expect to get 100 per cent results from any organization until that difficulty was removed.

Mr. BRAND. Well, you are on the Rules Committee?

Mr. ROGERS. No, sir.

Mr. BRAND. You appeared before them?

Mr. ROGERS. I appeared before the Rules Committee.

Mr. BRAND. I was wondering why the Rules Committee don't report out that Darrow bill.

Mr. ROGERS. I had the impression that a rule had been ordered on that bill.

Mr. BRAND. Well, I wouldn't have mentioned it except for the fact that I understood you to say you were a member of the Rules Committee.

Mr. ROGERS. No.

The CHAIRMAN. Do you want it a matter of record what has been done?

Mr. BRAND. No; I would not have referred to it, only I misunderstood Mr. Rogers.

What is your chief complaint against the Washington office, delay in action mainly?

Mr. ROGERS. Delay in results, which involves various different kinds of delay in detail, I suppose.

Mr. BRAND. What I wanted to ask you about is, you said you couldn't write to them and get an answer or reply and any result within a reasonable time. How long did it take to get an answer when you have taken it up by letter, from the Washington office?

Mr. ROGERS. It is so long ago since I have tried that I shouldn't like to make a positive statement, but I should think probably two

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weeks: perhaps two weeks during the period of last summer and last fall when we were doing it in that way. And I am not at all sure that we ought to complain over a delay of two weeks, but my theory throughout has been that we have got to get immediate results in these cases or we fall down.

Mr. BRAND. But the conditions been have so that you could not do it.

Mr. ROGERS. We can get immediate results in the Bureau of War Risk Insurance, and when I take up a case with the Boston office of the Federal board I can get results within 48 hours now.

Mr. BRAND. You can get results with all the offices better now than you have been able to do in the past, can't you?

Mr. ROGERS. I think we are getting results somewhat better——

Mr. BRAND (interposing). Because the situation has cleared up?

Mr. ROGERS. I think we are getting results somewhat better now than we used to in the past; distinctly better. But I have felt—I may be wrong—that it results from the change in method which I found it necessary to adopt rather than from any necessary improvement in the general situation. And again, if you will permit, I want to emphasize that I do not think it ought to be necessary for a Congressman to do the pushing. I think the boy ought to have precisely as quick and efficient treatment whether he has a Congressman to write for him or not.

Mr. BRAND. I agree with you. I suppose every member of the committee does.

Mr. ROGERS. I am sure the committee does.

Mr. BRAND. But you know very well that they come to the Congressman often because they have failed to get results.

Mr. ROGERS. Yes; I think they are wise when they do come.

Mr. BRAND. Congressmen don't always get such successful and quick results as you seem to have obtained on one particular case you have named.

Mr. ROGERS. I don't expect to get results in 48 hours every time.

Mr. BRAND. Did you know any other force in that office?

Mr. ROGERS. As far as I know, I have never laid eyes on one of them.

Mr. BRAND. What do you regard as a reasonable time? You said in your original testimony that you had taken it up with the Washington office because you couldn't get any action or reply within a reasonable time. What do you mean by that.

Mr. ROGERS. From my viewpoint and with the picture of the soldier and his family back home waiting for a reply from me, I don't think two weeks is a reasonable time.

Mr. BRAND. I don't disagree with that. I was just asking your opinion as to what you meant by "reasonable time." How much time?

Mr. ROGERS. I think Gen. Ainsworth, when he was Adjutant General, he used to answer a Congressman's mail the day it came in. That may be unreasonable the other way; but I think a letter from a Member of Congress or from the public ought to be answered within 48 hours from the time it arrives, even if it is only an acknowledgment.

Mr. BRAND. Now don't you know, Mr. Rogers, that that is absolutely almost mathematically impossible?

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Mr. ROGERS. I don't know it, sir.

Mr. BRAND. In an institution that has to deal with the immense number of people that they have to deal with?

Mr. ROGERS. It doesn't take any longer to answer a letter promptly than it does if you postpone it. That is my experience in my congressional office.

Mr. BRAND. I am talking about the quantity of mail. You don't mean to say that the Federal board or any other department in this city can have sufficient force to answer every letter that comes into their office in 48 hours, do you?

Mr. ROGERS. I do know this, Judge Brand, and I think the committee will agree with me, that Congress is anxious to give every dollar to this particular cause that is necessary to bring immediate results, because we know it is one of the things that we can not safely delay.

Mr. BRAND. I fully agree with you about that, but is not your statement unreasonable when you said that to a letter from your office you ought to get a reply in 48 hours?

Mr. ROGERS. Let us assume, if you like, that I am wrong in saying that a reply ought to go out within 48 hours from its receipt. Let us assume that 72 or 96 hours is reasonable. I did not get my replies for two weeks or so. I was not satisfied that I was getting results quickly enough in the way I was trying to get them and so I changed just as you would have done.

Mr. BRAND. I am like you and I mean to answer my letters and answer them promptly and lose a large amount of grace and what little religion I have when they do not do it. I do think you ought to give them a chance to open the mail and assort it and have the chief go over the mail and consider it and hunt up the files and give you an intelligent answer, but you can not do that in 48 hours, in my judgment. I am quite a student here. It is your opinion of the question that I am wanting. Now, who do you charge in the Washington office as being responsible for this delay in answering mail?

Mr. ROGERS. I do not charge anybody.

Mr. BRAND. Do you know who is responsible for it?

Mr. ROGERS. I assume in an affair of this magnitude there are very many gentlemen who have to do with the answering of the mail. I only repeat that I am on the outside looking in and can not say who is responsible for the individual delays or the collective delays.

Mr. BRAND. You seem to have been looking into this question through this committee or the Rules Committee and introducing bills.

Mr. ROGERS. Yes; that is true.

Mr. BRAND. You are better posted than the average ordinary Congressman.

Mr. ROGERS. I hope to be posted better than the average Congressman, but not as well posted as the members of this committee who have been considering this matter for many weeks consecutively.

Mr. BRAND. The War Risk Bureau was very much clogged and could not get through with cases.

Mr. ROGERS. Yes, sir.

Mr. BRAND. We subsequently divorced them in a sense, to some extent.

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Mr. ROGERS. It was a divorce from bed and board, not a vinculo.

Mr. BRAND. It was a separation.

Mr. ROGERS. It was a separation.

Mr. BRAND. Do you object to the divorce a vinculo matrimonii or just to the bed and board divorce? Do you think it advisable when they succeeded in handling it to your satisfaction to put it back into their hands?

Mr. ROGERS. Yes. I think there is an absolute distinction there. In the old days we had two organizations entirely distinct and unrelated but each with functions that interlocked with the other. That sort of an organization always falls down. They were not even under the same department of the Government. I am proposing one organization with a supreme head at the top and with such readjustments as may be necessary in order to have them dovetail.

Mr. BRAND. Do you not think before you attempt to organize and disorganize and go up hill and come down again and have a divorce of these activities that Congress should undertake to develop this matter into legislation?

Mr. ROGERS. I should think that it probably should if it involved any considerable readjustment of the methods or of the routine, but this is simply carving out of a thing which is more or less a unit where it is; and taking it over bodily and putting it into another organization where the only step that will be necessary will be to coordinate it. While I may be wrong, I do not think that the process of working out coordination will be difficult. That is a matter of opinion and, as I said during my direct testimony, if you do not think the War Risk Bureau is doing a good job you are not for my bill. If you do think it is doing a good job, I am inclined to think you will be apt to favor my bill.

Mr. BRAND. All of us have some motive or some purpose in view and that is, to give the benefits of the laws which have been passed to the disabled handicapped soldier at the earliest possible moment.

Mr. ROGERS. Precisely.

Mr. DALLINGER. I think that your first bill that you spoke of had considerable merit. I think that is one of the solutions of the problem which is before us, but in regard to the second bill, assuming that you and the rest of us have had a great many cases of apparent inexcusable delay in this vocational work among the soldiers, it seems to me that it would be like jumping from the frying pan into the fire to put this work into the hands of the War Risk Insurance Bureau. I want to ask you if you did not have a great deal of complaint from soldiers and their families of the War Risk Insurance Bureau from the time of its inception for a considerable period of time?

Mr. ROGERS. Frightful complaint; yes.

Mr. DALLINGER. Is it not a fact that there was an universal complaint that letters from soldiers and their families to the War Risk Insurance Bureau were not answered and no attention was paid to them?

Mr. ROGERS. Yes, sir; the statement had been made that they had 3,000,000 letters unanswered there.

Mr. DALLINGER. You still receive letters from soldiers and their families in regard to the War Risk Insurance Bureau, do you not?

Mr. ROGERS. Yes.

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Mr. DALLINGER. Why should it be necessary for any soldier or any member of the soldier's family to have to apply to you as a Congressman any more than to apply to you for a matter affecting the Vocational Board?

Mr. ROGERS. I am not sure that it is often necessary now. It is my policy—and I know it is your own individual policy from experience with your office—to try and cultivate among my constituents the knowledge that I am anxious to help them if I can regardless of whether they could do the same thing themselves without my help. Now, it is true that we get a good many letters in my office, asking our assistance with the War Risk Bureau. In most of those cases, however, the individual has not even taken it up with the War Risk Bureau in the first instance at all. He has come to me and has gotten into the habit of realizing he can come to me for assistance. We take the matter up and the thing goes through without any delay. I do not think that, as things now stand, there are many war risk cases that a constituent finds himself "out of luck" and comes to the Congressman because he is stranded. There used to be countless such cases.

Mr. DALLINGER. The War Risk Bureau has been in operation very much longer than the rehabilitation section of the Vocational Board; is that a fact?

Mr. ROGERS. Yes, the rehabilitation section of the Vocational Board began to function, I think, in December, 1918, a year later than the other.

Mr. DALLINGER. So that in comparing the inefficiency or the alleged inefficiency and delay of the Vocational Board in its rehabilitation work, do you think in advocating a transfer of the work to the War Risk Insurance Bureau that it is a fair comparison as to the probable efficiency of the War Risk Insurance Bureau in this work to compare the War Risk Insurance Bureau at the present time with the bulk of its work completed with the Vocational Board started so much later and with the bulk of its work still before it?

Mr. ROGERS. I am not sure that it is a fair comparison. Of course the elements in the comparison are so different as to make it very unsafe. On the other hand, and to counteract in part your suggestion which, I think, is an entirely sensible one, take the difference in the numbers of cases that the two institutions have. According to the latest figures which I have of the Federal Board for Vocational Education they have put into training 32,000 men after nearly a year and a half. I think they have established contact with some 200,000.

Mr. Lamkin tells me that 195,000 men is the correct figure. On the other hand, the basic problem of the War Risk Bureau was between four and five million men and many of those soldiers, perhaps most of them, came before the board in at least two and very often three entirely separate causes, both insurance and allotments and allowances being practically universal, and compensation cases very numerous. So, while I have not the total number of cases in mind, I should say that the War Risk Bureau would probably have had something like 10,000,000 cases to deal with.

Mr. DALLINGER. And would have to have had an immensely greater force to work with?

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Mr. ROGERS. Oh, yes; the fact is that you are trying to compare these two things that are really impossible of comparison.

Mr. DALLINGER. What staggers me is the proposition of putting this work, with all these justifiable complaints, into the hands of a bureau which has been criticized from one end of the country to the other because of its immense number of clerks and the apparent inefficiency with which it has performed its task. In other words, it would seem to me that relatively the Bureau of War Risk Insurance, which had over a year's start of the Vocational Board and which has had practically all the help it asked for—the proposition to put this work into the hands of the War Risk Insurance Bureau would not seem to promise any great relief, because they have got to start all over. It is going to be a new problem for the War Risk Insurance, is it not?

Mr. ROGERS. I should hope and expect that they would take over a great deal of the organization largely intact. I should certainly hope that they would take over the men in the Federal board who have made good.

It may seem strange that the War Risk Bureau, which we once villified so generally, should now be given this additional responsibility. I do not suppose that any organization criticized it any more than the American Legion, and yet the American Legion, both at Minneapolis and at Indianapolis the other day, urged the passage of my bill. Of course, that does not prove that it is right or wrong, but it proves that the responsible heads of a million or more veteran soldiers think it is the way out. Certainly, because the War Risk Bureau was completely helpless at one time, was completely foundered by its problems, it seems to me that ought not to be used as an argument against it to-day. I think it has found itself now.

Mr. DALLINGER. I want to say, before asking the next question, that I have just as much complaint from my district and from the American Legion officials in my district in regard to the Boston office of the War Risk Insurance conditions as I have received in regard to the Boston office of the Vocational Board in the rehabilitation. I have had more complaints, if anything, in regard to the treatment of soldiers when they had gone to the office in regard to the Boston office of the War Risk Insurance Bureau than I have had in regard to the office of the Vocational Board, and it seems to me, therefore, that to put this work, which will be new work for the War Risk Insurance Bureau, into the hands of the bureau would not be a solution of the problem. I can understand that there is a great advantage in consolidating, as you propose in your bill, the work of the Public Health Bureau, the War Risk Insurance Bureau, and the rehabilitation work of the Vocational Board under one head, but I fail to see why it should be put under the War Risk Insurance Bureau.

The CHAIRMAN. Would you let me make a short statement, Mr. Dallinger?

Mr. DALLINGER. Yes.

The CHAIRMAN. The committee and Mr. Rogers will recall distinctly that when the war-risk insurance legislation was before Congress providing for the three major divisions I introduced an amendment to provide for rehabilitation and the motion was made to recommit the bill to the committee to bring it in with instructions. The argument was that this work of rehabilitation was so

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unlike the other work that it could not be attached to the same organization and that there would be a rehabilitation bill brought in as a separate measure and the main argument was that this was purely Federal, and the war-risk insurance and the rehabilitation would have to be done very largely through existing institutions that were now in the States and in the cooperation in some form by the State and the Federal board so that a cooperative body with some control over State institutions, therefore, would be utilized and would have to go in a different organization. Mr. Dallinger, you remember that?

Mr. DALLINGER. Certainly. Are you familiar with the English system of dealing with disabled soldiers?

Mr. ROGERS. Only as I have heard it developed by Mr. McMurtrie and as I have read somewhat casually about it.

Mr. DALLINGER. There it is under the War Department, is it not?

Mr. ROGERS. I am not sure.

Mr. DALLINGER. Have you thought of consolidating all these functions under a civilian bureau of the War Department?

Mr. ROGERS. I have never thought of that.

Mr. DALLINGER. Have you had experience with cases of boys who have been examined by surgeons in the Army before they are discharged and then have been examined again by the doctors of the War Risk Insurance Bureau and by the doctors of the vocational board and the examination of the Army surgeons corroborated by the vocational board, who wanted to help these boys in the interim. and it has been turned down by the War Risk Insurance Bureau?

Mr. ROGERS. I do not recall any, Mr. Dallinger.

Mr. DALLINGER. I had a case where a boy that I had known for a good many years was discharged at Camp Meade after a thorough examination by Army surgeons assisted by specialists because it was a peculiar case and he was found to have a serious and incurable heart disease entitling him to 75 per cent disability. He then applied for training and the physicians of the vocational board found that he had 75 per cent disability. Then the War Risk Insurance Bureau were not content to take that examination, ignored it entirely and had him examined by a physician at the Chelsea Marine Hospital, and that physician gave him a very perfunctory examination and said there was nothing the matter with him at all, and finally after a great deal of trouble the boy succeeded in getting a reexamination and they promised that the doctors of the War Risk Insurance Bureau would give the boy fully 30 per cent. Now I make that statement and ask you the question if you do not think that where the doctors, the Army doctors, have examined this boy and found that he had a certain percentage of disability, that that should be accepted by the War Risk Insurance Bureau?

Mr. ROGERS. That would seem to be proper. I am not sure that I should like to say that there were not cases where a review was not proper, however, in order to correct errors which had crept in. In the course of a case which I cited, I think before you arrived this morning, the reverse was the fact. This young Barry was examined by the Army and war-risk doctors and given a rating for disability. He suffered a shrapnel wound in his lungs at Chateau Thierry. When the vocational board examined him, they found him without any disability although he had a big piece of shrapnel in his lungs from

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which constant hemorrhages were resulting. Of course, you get into the element of human fallibility and the war-risk staff is separate from the vocational staff.

The CHAIRMAN. There are other members of the committee that would like to have the chance to ask you questions, and it is now time that we must rise. The committee will now recess. Can you be here at 2 o'clock?

Mr. ROGERS. Yes.

(Thereupon, at 11.45 o'clock a. m., the committee took a recess until 2 o'clock p. m.)

AFTER RECESS.

The committee reassembled at 2 o'clock p. m., pursuant to the taking of recess.

STATEMENT OF HON. JOHN JACOB ROGERS, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF MASSACHUSETTS—Resumed.

The CHAIRMAN. When we took a recess, Mr. Rogers was on the witness stand, and Mr. Dallinger, you were examining him. You may resume. You are ready, Mr. Rogers?

Mr. ROGERS. Quite ready, Mr. Chairman.

Mr. DALLINGER. Mr. Rogers, have you ever thought of the plan of reinsuring the insurance risks of the War Risk Insuarnce Bureau with private companies, the Government paying to the companies a sufficient sum to make up for the lower cost at which the Government promises have been issued.

Mr. ROGERS. I have never considered that, Mr. Dallinger.

Mr. DALLINGER. Are you aware that there is a good deal of dissatisfaction on the part of the soldiers in regard to getting receipts for their insurance premiums from the War Risk Insurance Bureau?

Mr. ROGERS. I should say yes to that; of course, if I may put in this parentheses, the tendency of each man is to answer in the light of his own individual experience, and in my office we have had a few difficulties along that line. I have had personal difficulty because I am the holder of an insurance policy under the War Risk Bureau and I have been in the habit of paying my insurance premium by the year, which is, of course, permitted, in order to avoid the constant obligation to remember it the first of each month. I have paid for a year's premium and then from time to time I have been sent bills for a premium due for a given month included properly within the year. I do not know that it is of very great consequence, but, undoubtedly it bothers people who are not able to realize that it is a mistake in bookkeeping and that it does not in any way prejudice their fundamental rights.

Mr. DALLINGER. It is a fact, is it not, that the lack of business administration and promptness in sending receipts for insurance premiums has in many cases exasperated both officers and private soldiers who have insurance in the War Risk Insurance Bureau?

Mr. ROGERS. I think that is true, and I think the War Risk Insurance Bureau has been conscious of it. Within the last two weeks, as I am advised, they have entirely changed their system with a view to overcoming the defects which they recognize have been characteristic of the system in the past.

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Mr. DALLINGER. And is it not a fact that the soldiers complain of unnecessary and, apparently, inexcusable delay in changing the beneficiary and in converting their insurance into other forms?

Mr. ROGERS. Speaking very broadly, Mr. Dallinger, and considering the volume and the number of cases that I personally have had, it seems to me that there is a very small, almost a negligible, percentage, of complaints along that line.

Mr. DALLINGER. It is a fact, is it not, that a very large proportion of the policies were given up?

Mr. ROGERS. I think it was something like 80 per cent, was it not?

Mr. DALLINGER. That is a fact, is it not, that 80 per cent of the policies were given up?

Mr. ROGERS. Something like 80 per cent.

Mr. DALLINGER. In your opinion, is it not a fact that the private companies as a whole are very much more prompt in mailing receipts for premiums and in changing beneficiaries and changing the insurance into other forms than the War Risk Insurance Bureau?

Mr. ROGERS. I have not had very much personal experience, but I should think that was probably true.

Mr. DALLINGER. Mr. Chairman, with the permission of the committee and in deference to Mr. Rogers, who is on the stand, I would like at this point to read this letter addressed to the chairman of this committee, dated Monroeville, Ala., March 27, 1920:

Hon. SIMEON D. FESS,
Member of Congress from Ohio,
Washington, D. C.

DEAR SIR: Through press dispatches, I have been made cognizant of investigations being made by a committee of which you are the chairman, with reference t vocational education for ex-service men.

In this connection permit me t› say that after a very strenuous fight through correspondence with various departments of the Bureau of War Risk Insurance I finally secured vocational training for my son, Edward Marion Lovett, C-225177. By the same dogged persistence I had secured compensation for him, although I have failed so far to secure reimbursement for the expenses of an operation done over a year ago.

My son is now at the Mobile Infirmary, having recently undergone a second amputation of his limb for sarcoma. By rapid-fire procedure, I secured hospitalization for him at this infirmary, but still am unable to get reimbursement for operation done in March, 1919.

I find that the only way to get anything from the Bureau of War Risk Insurance is to hound it out of them through and by the assistance of Congressmen and Senators. This is not as it should be, and it is to be hoped that the work of your committee will clear up the situation. It is my opinion relief can not be reasonably expected until the Wilson regime is relegated to "inocuous desuetude." I wish you much success.

Yours, very truly,

WM. A. LOVETT.

Now, Mr. Rogers, in view of that letter, would you still say that you are going to improve matters, admitting that evils exist, as has been brought out by this investigation, by putting this work in the hands of the War Risk Insurance Bureau?

Mr. ROGERS. Well, Mr. Dallinger, if I were to regard this letter as typical of the general viewpoint of the discharged soldiers, of course, the inevitable answer to your question would be no; but I do not regard it as typical. Let me reread one of the sentences in this letter:

Permit me to say that after a very strenuous fight through correspondence with various departments of the Bureau of War Risk Insurance, I finally secured vocational training for my son.

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Mr. DALLINGER. Yes.

Mr. ROGERS. It would seem to me without knowing any of the circumstances that perhaps the complaint of the writer was at least partly directed, if not primarily directed, against the Federal board for Vocational Education.

Mr. DALLINGER. Not primarily, Mr. Rogers, if you will notice the second part of the letter, because he was trying through the War Risk Insurance Bureau to get the compensation for expenses of an operation.

Mr. ROGERS. Yes.

Mr. DALLINGER. And also he speaks about the difficulty of getting compensation adjusted by the War Risk Insurance Bureau for injuries received by his son.

Mr. ROGERS. I do not wish to appear, or to feel myself to be in the position of, a defender of the Bureau of War Risk Insurance. I should suggest, however, that there may have been some element of fact involved in that case which, if explained, would indicate a reason which was not wholly discreditable to the Bureau of War Risk Insurance; or it may perfectly well be that they did fall down on that case. Of course, we can not tell; but looking at it by and large, and bearing in mind the viewpoint of the American Legion, which as the committee knows has given a great deal of attention to this, it seems to me that we are justified in assuming that the War Risk Bureau to-day is a satisfactory going concern. Members of the committee perhaps will recall that just before Christmas, by the invitation of the Secretary of the Treasury, then Mr. Glass, and with the cooperation of Mr. Shouse and Col. Cholmeley-Jones, the department commanders of all of the American Legion State organizations came to Washington for a three-day conference at the Treasury Department with the War Risk Bureau and incidentally with the Federal board for Vocational Education and the Public Health Service, and perhaps some others. I have read verbatim the many hundred pages of testimony that was involved in those hearings, and while it is perfectly fair to say that in December, and no doubt to-day, there is by no means the feeling among the American Legion officials that the Bureau of War Risk Insurance is 100 per cent successful, they feel, I think it may be fairly said, that it is a satisfactory, going concern, which we ought to improve but which we ought to regard as enormously better than it was at the time of which you have spoken in the course of your remarks this morning.

Mr. DALLINGER. Do you not think, Mr. Rogers, that the efficiency of the vocational board could be improved in the same way that you say the work of the Bureau of War Risk Insurance has been improved?

Mr. ROGERS. I think that is perfectly possible and I should go further and say that I think the work of the Vocational Board has, in my experience at least, improved somewhat during the last six months. I think it is doing considerably better than it was at the time I appeared before the Committee on Rules, for example; but my view is that, fundamentally, we are not going to be able to put this thing on a business footing until we bring the three branches of soldier relief under one responsible head or at least under one responsible cabinet officer. I do not think the latter by itself will suffice, and the reason I do not think so is because although the Bureau of

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War Risk Insurance and the United States Public Health Service are both under the Department of the Treasury, there has not been complete success in coordinating them. I think we have got to make this thing a big unit under one administrative and executive head.

Mr. DALLINGER. If as you state, Mr. Rogers, there has been a lack of coordination between the War Risk Insurance Bureau and the Public Health Service, both of which have been all the time and still are under the control and command, as it were, of the Secretary of the Treasury, a responsible Cabinet officer, do you think that that augers well for a proper coordination if another branch is added to the already overburdened Secretary of the Treasury?

Mr. ROGERS. An answer to that question involves consideration of what the Treasury Department is and how its several functions are allocated. I think during the war there had been six assistant secretaries of the Treasury, two temporary and four permanent. Mr. Shouse is the assistant secretary of the Treasury, as I understand it, charged with War Risk matters and with internal revenue matters. Another assistant secretary of the Treasury is charged among other things with the Public Health Service. We all know that the Treasury Department is very large and that it must function through its bureaus or through its assistant secretaries. As a practical matter, the Secretary of the Treasury can not personally supervise the changes in administration that may be necessary. I suspect that it would have been very much better if the Public Health Service had been put under Mr. Shouse, and then you would at least have had both the Public Health Service and the War Risk Bureau reporting to the same principal assistant Cabinet officer, but they have not done that. Perhaps they could have done it in the Treasury Department without legislation and perhaps they ought to be criticized for not doing it; but even so, I do not think the solution and the cure would have been achieved. I think we must have one individual responsible person upon whom we can bestow the credit for success and whom we can criticize for failure to succeed. In other words, I do not think any solution short of a merger of the Federal board with the Bureau of War Risk Insurance is going to bring about the result we are all seeking to attain.

Mr. DALLINGER. Have you given any consideration to the proposition to have the compensation of wounded soldiers placed in the Pension Bureau of the Interior Department, which already has an organized force of field examiners and the machinery for dealing with just such matters?

Mr. ROGERS. I am familiar with that suggestion, and I disapprove of it thoroughly. I think that this job of the War Risk Bureau is so much bigger than the job of the Pension Bureau that the Pension Bureau would be utterly swamped. It seems to me it is comparable, in a way, with what would result if, following out my coordinating idea, we should put the Bureau of War Risk Insurance under the Federal Board for Vocational Education. Therefore I should be very much opposed to such a plan, although I have no brief for the Treasury Department handling the coordinated unit.

Mr. DALLINGER. You would think that rather the Pension Bureau should be placed under the War Risk Insurance Bureau.

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Mr. ROGERS. It seems to me it is inevitable that some day—when, I should not venture to predict—all the veterans of all the wars will be handled and cared for from one office.

Mr. DALLINGER. Is it not a fact, Mr. Rogers, that the question of insurance paid for by premiums is an entirely different problem from the problem of training and reeducating and rehabilitating disabled soldiers?

Mr. ROGERS. Oh, I think clearly so.

Mr. DALLINGER. In other words, is it not a fact that the training and rehabilitation of disabled soldiers is an educational problem essentially?

Mr. ROGERS. Yes; I think so.

Mr. DALLINGER. You are aware of course at the present time that the Bureau of Education is not in any way under the Treasury Department?

Mr. ROGERS. I am aware of that.

Mr. DALLINGER. And would not the putting of this whole question of vocational education for soldiers under the Secretary of the Treasury, who is already overburdened, involve a study on his part or on the part of his subordinates, of a problem which would be entirely new to that department of the Government?

Mr. ROGERS. Possibly that is true in a degree.

Mr. DALLINGER. I believe you stated, and all the members of this committee I think would agree unanimously with you in regard to the matter, that it ought not to be necessary for a wounded soldier to have to get his Congressman or Senator to intercede with the proper department of the Government to get for him what Congress intended he should have. Is it not a fact that the soldiers have had to do that in regard to their dealings with the Bureau of War Risk Insurance just as they have had to do it with regard to the Vocational Board?

Mr. ROGERS. They undoubtedly have had to in the past. As I said this morning, I do not think it is true to anything like the same degree now.

Mr. DALLINGER. But is not that due to the fact that the bulk of the work of the War Risk Insurance Bureau has already been disposed of?

Mr. ROGERS. I do not think that is true, stated quite as broadly as you state it. For example, I have here the list of applications for compensation that were received by the Bureau of War Risk Insurance during January, and I understand they have been continuing in about the same number since. (1758.) During the week of January 8 there were 3,505 applications for compensation; the following week, 6,255; the following week, 4,608; and the following week, 4,250.

Mr. DALLINGER. Have you got the figures for the months and years preceding.

Mr. ROGERS. No. There have been 351,000 applications for compensation up to February 1 or thereabouts, and 163,000 claims allowed, 104,000 claims disallowed, and so on.

Mr. DALLINGER. Do you not think, relative to the size of the problem, considering all the allotment, allowance, and insurance cases, as well as the compensation cases, which of course would be up in the millions, do you not think that relatively the soldiers have had to get the help of their Congressmen as often and as frequently in their dealings with the War Risk Insurance Bureau as they have had to do so in their dealings with the Vocational Board?

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Mr. ROGERS. That is quite possible. It is a very hard comparison to make, I think; but, Mr. Dallinger, I am not sure that you do not misunderstand me or that I make entirely clear my fundamental idea. I think that the discharged soldier ought to be able to go to one department of the Government, just as his wife might go to one department store, and satisfy all his legitimate needs in that one department of the Government, just as the wife can buy her coal and her dresses and her meat and her crockery under one roof. It seems to me that that should mean and almost necessarily will mean a reduction in overhead to begin with. It seems to me it must mean additional promptness in attending to the different phases of the soldiers' inquiries. It seems to me it must mean a reduction in the amount of evidence, duplicative evidence, which he will be obliged to submit, because, as Col. Cholmeley-Jones said in the letter which I have placed in the record, as it is now, in order for a man to get the three natural things he goes to the Government for, he must supply three different sets of certified copies of the requisite papers.

Mr. DALLINGER. It is a fact, is it not, that the War Department has all the records—service records—of all the men who served in the war.

Mr. ROGERS. That must be so.

Mr. DALLINGER. And would it not be taking a step forward, if we are going to consolidate these three functions—the Public Health Service, the War Risk Insurance Bureau, and the rehabilitation work of the Vocational Board—to relieve the Treasury Department and the Vocational Board altogether of that work and consolidate it all under a civilian assistant secretary of war, so that all duplications of military records and of all other records may be avoided.

Mr. ROGERS. May I ask you a question?

Mr. DALLINGER. Yes.

Mr. ROGERS. What would be your idea of the naval side of the situation?

Mr. DALLINGER. Well, I must confess I have not thought about that.

Mr. ROGERS. I am free to say that it seems to be of infinitely less importance which department of the Government you select than that you select one particular department and focus on that.

Mr. DALLINGER. In other words, you have no pride of opinion in regard to the Secretary of the Treasury?

Mr. ROGERS. No: the only reason it seemed to me natural to select the Treasury Department is that two of the three functions concerned are already under the Treasury Department, and it seemed to me natural that it would therefore involve much less readjustment if we brought the third one under that department.

Mr. DALLINGER. In line with your question to me, do you know how the naval part is taken care of in England?

Mr. ROGERS. I do not know.

Mr. BURROUGHS. You are acquainted with the Boston office, are you, Mr. Rogers?

Mr. ROGERS. I am acquainted with it only by correspondence and telegrams. I have never been to the office. I have telephoned it and telegraphed it and written it a good deal.

Mr. BURROUGHS. You would not be able to inform the committee, then, as to the extent of the office, the personnel there, or anything of that sort?

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Mr. ROGERS. I do not think my impression would be of the slightest value when you can readily get the exact figures, Mr. Burroughs.

Mr. BURROUGHS. You did make the remark, I think, in the early part of your testimony that there seemed to be little, if any, complaint in regard to the operations at the Boston office.

Mr. ROGERS. I did not mean to say that.

Mr. BURROUGHS. I understood you to say so.

Mr. ROGERS. What I meant to say was that after I had gotten word from a constituent that he was in trouble and needed assistance, I had been very successful in getting for him prompt action by the Boston office, although I had not been successful in getting any action in the Washington office. But——

Mr. BURROUGHS (interposing). Have you——

Mr. ROGERS (continuing). If I may just complete this sentence. But the very case I cited this morning where the boy had been trying a full year to get relief from the Boston office, and many other similar cases which I could cite, show that the young man when he is naked and alone is not, apparently, able to get—or, at all events, was not, apparently, able to get—quick results there.

Mr. BURROUGHS. Is there anybody at the Boston office with whom you have especially intimate or friendly relations, so you would be able to get better results there than you would at any other office?

Mr. ROGERS. I have never to my knowledge seen any one of the officials of the Boston office, and the only one whom I even know by name is Mr. McLeod, the district vocational officer; in other words, I have no personal contact beyond——

Mr. BURROUGHS (interposing). You have no personal acquaintance with him?

Mr. ROGERS. I have no personal acquaintance with him or with anyone else there.

Mr. BURROUGHS. I believe you spoke of having had personal knowledge of some 30 cases that involved a delay in each case of approximately six months.

Mr. ROGERS. That is merely a hazard of mine, but I think I could produce 30 of my own cases where there has been a delay of at least six months. I have handled, I suppose, from 200 to 300 cases.

Mr. BURROUGHS. That is what I was going to ask you next, what was the approximate number of your cases, and you say about 200 or 300.

Mr. ROGERS. I think between 200 and 300.

Mr. BURROUGHS. An abstract of those two or three hundred cases—I presume it would be a good deal of labor to prepare such a thing as that, but if that could be done, and we could have some abstract of as many as two or three hundred cases, it might be that some generalizations could be properly drawn from so large a number of cases as that. I do not know whether that would be at all possible for you to do.

Mr. ROGERS. Of course that would involve going into our original files for the last year and a half, or something like that.

Mr. BURROUGHS. I presume that would be too much work.

Mr. ROGERS. And it would take, I should think, one man several weeks to accomplish it in any satisfactory way.

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Mr. BURROUGHS. Speaking generally, from your personal knowledge and acquaintance with these cases that you have had to do with personally, what would you say was the primary cause of the trouble, the big cause, if there is such a thing as one big cause?

Mr. ROGERS. I think you have to subdivide chronologically to answer that question. I think at the outset the defect in the law, which was remedied by the act of July 11, 1919, was more responsible than any one thing. In the next phase the responsibility would probably be due to the lack of decentralization, so that the Boston office, with the best will in the world, was not able to paddle its own canoe as it thought best. In the third, latest, and present phase, which I may say, I think, is an improvement over either of the other two, I should not feel able to diagnose the difficulty. It is perhaps due to a combination of a number of causes. One of them, no doubt, is the lack of coordination among the three subdivisions of the Government which are involved.

Mr. BURROUGHS. So far as you are able to judge, and so far as you know, are present methods in use satisfactory or not?

Mr. ROGERS. Mr. Burroughs, I have judged all that objectively and not subjectively, as I said before. I have not the means of knowing just what the methods are. We can judge, in other words, only by the results we get in the matter of decisions in given cases; but I think they are considerably better than in the past.

Mr. BURROUGHS. You spoke of the second phase of the trouble, that the chief cause of the delay being due in that period to a lack on the part of the district office of discretionary authority to act. That is the way I understood it.

Mr. ROGERS. That, I think, sums it up.

Mr. BURROUGHS. Do I understand you that is apparently past?

Mr. ROGERS. It is past in a considerable measure, at least. I do not know whether it has been eliminated. I should not dare to say.

Mr. BURROUGHS. You think that the Bureau of War Risk Insurance from your experience is now functioning fairly well?

Mr. ROGERS. I can put that in this way: At one time, perhaps, a year or a year and a half ago, I used to have a pile of unclosed war-risk cases a foot and a half high on my desk which I was constantly struggling with and threshing out and trying to review. But as fast as I got it reduced some more had come in and the pile was higher than ever.

Mr. BURROUGHS. You seem to state a case that is familiar.

Mr. ROGERS. It is familiar to all of us. That is all changed to-day. Frequently my secretary here says to me as he starts for home, "We have not a single unclosed war-risk case in the office; every one has been disposed of."

Mr. BURROUGHS. To what extent—I am not trying at all to depreciate, you understand, the service, which I think is very excellent, indeed, of the present director of the Bureau of War Risk Insurance—but in order to get at the exact fact of the matter, I am wondering to what extent, if at all, that condition which you now describe is due to the fact that since the conclusion of the war and the number of months that have elapsed since then the work of the allotment and allowance division must have very largely disappeared, and also to the fact that some 80 per cent, as you state, of insurance policies have been dropped. I should think that these two things

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taken together must play a very considerable part in the improvement that we have all noted. In other words, there is not anywhere near the congestion now. There can not be.

Mr. ROGERS. And, of course, that situation is reflected in the decrease in the number of clerks in the War Risk Bureau. We all know they are letting go thousands of clerks in the War Risk Bureau, which means, of course, that the work is being somewhat disposed of, because probably the Government clerk does not work enough harder now to represent that difference.

Mr. BURROUGHS. Whether the trouble at the Bureau of War Risk Insurance in the first place was due to a lack of methods or due to deficiencies in the personnel, it is then a fact, is it not, that we all experienced practically what you have described as your own experience up to the time that Col. Cholmeley-Jones took control there?

Mr. ROGERS. Yes. I think there is quite a sharp line of improvement shortly after he took control although, through the operation of natural causes which you have suggested, there was some improvement prior to that time.

Mr. BURROUGHS. As I understand you, you wish the committee to take from your testimony two constructive suggestions and those two constructive suggestions are embraced in the apt place that you have outlined.

Mr. ROGERS. Yes, sir.

Mr. ROBSION. Mr. Rogers, you noted that this investigation had been put on foot by the New York Evening Post, did you not?

Mr. ROGERS. I have noted that; yes.

Mr. ROBSION. Looking at the matter broadly, I would like to know whether or not in your opinion you feel that that has been productive of good results?

Mr. ROGERS. I had not supposed that there have been any definite and tangible results yet. I assumed the function of this committee is to seek to achieve those results. To answer the first part of your inquiry, my own interest in this question was by no means inspired by the New York Evening Post articles, as may be illustrated by the fact that it was back in the early part of October that I began to beseech that some investigation be made by somebody of the conditions in the Federal Board of Vocational Education.

Mr. ROBSION. Do you not think that an investigation like this would be of service to the Government? That it would speed and put pep into the department?

Mr. ROGERS. I am not quite sure that I think the investigation as such is of service. That may or may not be. But the adoption of such recommendations as may result is what I hope for and what I believe will improve conditions.

Mr. ROBSION. They become vehicles through which constructive suggestions are made and I noticed that you avail yourself of this vehicle, do you not?

Mr. ROGERS. I have been very happy to avail myself of this vehicle; yes.

Mr. ROBSION. But for this we might not have had before our committee your constructive suggestions.

Mr. ROGERS. But I should not feel that my testimony on any theory would have been of the slightest value if nothing resulted from my talk here to-day. In other words, I should deem it of value only

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if the committee should conclude that either some of the suggestions I have made or something growing out of them ought to be adopted, and should recommend them and later secure their enactment.

Mr. BOBSION. We have had a great many witnesses before us with constructive suggestions and if it grows out of that it will still be good.

Mr. ROGERS. If we get results from the investigation, I think it will more than abundantly justify itself, and if I may venture to do so, I should like to congratulate the committee upon the great thoroughness with which they have undertaken it. They are laying the foundation, I think, for a wonderful improvement in the conditions affecting the soldiers.

Mr. ROBSION. I had understood that since this investigation was started that a new plan had been put on foot, or, at least put in force to send men out into the cities in these various districts and give that personal touch, getting in touch with the disabled soldier and acting upon their cases now, not waiting for 12 months, and have such cases as you brought before the committee.

Mr. ROGERS. I understand, Mr. Chairman, that Mr. McMurtrie and perhaps others have developed fairly fully in the previous hearings the practice of the British Government in this regard.

The CHAIRMAN. Mr. McMurtrie did not go much into that in our present investigation.

Mr. ROGERS. I should like, if I may, to have incorporated at this point in my remarks just one page from the testimony of Mr. McMurtrie before the Committee on Rules. That one page summarizes, I think, very concisely the practice of the British Government, which seems to be regarded as quite successful.

The CHAIRMAN. I think there will be no objection to that. Mr. McMurtrie was before the committee, but did not dwell upon the English system in extenso; so that may be done.

Mr. ROGERS. I think that will be an interesting summary if it has not already been covered.

The CHAIRMAN. You may hand it to the stenographer.

(The matter referred to is as follows):

Let me contrast to the picture that has been drawn by the other witnesses the British system which I would like to commend to your attention.

Under the British system they realize that they could not go out and hire the caliber of men they wanted to do the rehabilitation of their disabled soldiers. It would not be within the limits of the public purse, so they went into each community, and they would go into a little town of, say, twenty or thirty thousand inhabitants, and they would put there an executive secretary who would be the man who would take care of the routine and detail. He would see that the regulations were carried out, that the accounts were properly kept, and they would then enlist four or five or six or seven of the best citizens of that town, the strongest men, whom you could not hire their time for $20,000 a year, and they asked them would they serve on the local war pensions committee. The chairman of that committee is generally in Great Britain a man of exceptional strength, and of course has an acquaintance with the local conditions and the local needs. The disabled soldier comes to that committee. That committee has absolutely full power for immediate action, subject to review. They award the pension and they award the training. They have an impress fund which the chairman can draw on and which can then be reimbursed to him from the central office.

The result is that a British soldier is discharged at South Hampton. He goes to his home town and calls at the local war pensions committee and there he meets men who have perhaps known him a good part of his life, and they certainly know the business he was in, the factory where he used to work, and the possible factories where he might work in the future, and they consider his case on the basis of the human factors involved. They act as friends to him and give him the best possible advice and they come to a common-sense judgment, because, after all, let me remind you,

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rehabilitation is not vocational education alone. It is very far from that. If I should be asked what rehabilitation of a disabled man is I would say it was 60 per cent character work, which is social service, technically speaking, about 20 per cent vocational education, and about 20 per cent a mixture of other factors. It is not alone educational work and it should not be done alone by educators.

At any rate they talk over the man's problem as a whole, the relation of his vocational needs with his family condition, and the peculiar economic and industrial conditions involved, and they make out a plan for him. They start to pay him the pension that day, and they will put him in training the next day.

They then send the records of the interim pension which they have awarded to London. The pension office has the right to review it, to reduce it or to enlarge it, but they can take seven years reviewing the pension if they please, but in the meantime the man is taken care of and is not a charge on private charity. The central office of the ministry of pensions can review the training awarded, but in the meantime he is undergoing training, and of course, in only a few instances is the judgment of the local committee reversed. They give practical autonomy to the local war pensions committee; tell them to use their good sense, and tell them to act and get something started.

The object of that is that you can perform the work by districts. You can district the United States into 14 districts, if you please, and can give the director of each district full authority, subject only to the regulations. He can delegate full authority to the chairman in the cities within his jurisdiction. Then the central office can issue controlling regulations. They can say, "You can spend this much for training; you can teach men certain subjects, and you can do other things under certain circumstances," and that will guide the action of the committee and will not prevent them from acting and doing something immediately for the soldier.

It seems to me that that really is the crux of our difficulty. Both the Bureau of War Risk Insurance and the Federal board are trying now to administer the needs of an individual soldier in Tacoma, on the Pacific coast, from Washington, D. C.

Mr. ROBSION. You have been asked a good many questions and you have made certain statements with respect to the district office at Boston giving prompt attention to the requests of Members of Congress and Senators.

Mr. ROGERS. Of one Member of Congress; I can not speak for any more.

Mr. ROBSION. Is not that the rule which obtains in all of the departments of the Government whenever a request comes from a Member of Congress, that that in a measure is given the right of way not only in the Vocational Board but in the Pension Department, the Treasury Department, and in all the departments of the Government?

Mr. ROGERS. I think that is generally true.

Mr. ROBSION. Do not Members of Congress and yourself invite your constituency to appeal for relief through you or through any of the other Members of Congress?

Mr. ROGERS. I think almost all Members of Congress hope they may be of use in all legitimate governmental matters to their constituents.

Mr. ROBSION. Even some of them vote for seed distribution so that they might reach their constituency, do they not?

Mr. ROGERS. I think they do, sir.

Mr. ROBSION. In other words, we all want to have as close touch with our constituency as possible and I think it is a good idea not only for the purpose of reelection but to bring the people into direct and close contact with their Representatives and with the Government.

Mr. ROGERS. And, of course, many of these matters are very technical matters. We learn, too, oftentimes, that bitter experience is the best way to secure results. A young man who speaks very little English or who has had the advantages of very little education, or

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who lives remote from the point of attack, is perfectly helpless to know how to assert his rights except through the beneficent work of some private activity, such as the Red Cross and the Legion, which are constituted with the design of helping him. But a Member of Congress can probably do it better through his familiarity in the gross with similar cases.

Mr. ROBSION. Is not this true, that there are so many departments that so few people, even the well-educated man quite often does not know at first-hand to what proper department to go with an application or request.

Mr. ROGERS. Yes; it is a matter of experience. It is a kind of profession which a man can not grasp in a moment. It takes study and time and experience.

Mr. ROBSION. I have been considerably interested in your statement of your experience with the War Risk. As one member of the committee I feel that there has been a decided improvement in the service, but, if I understood you, you stated that at various times that your file on your desk was entirely free of War Risk claims?

Mr. ROGERS. That is true, sir.

Mr. ROBSION. Take, for instance the month of January, how many do think you you had, roughly speaking?

Mr. ROGERS. How many cases involving all questions of war risk matters?

Mr. ROBSION. Yes.

Mr. ROGERS. My secretary says 100. I should think an average of from three to five new ones a day.

Mr. ROBSION. You say that the rule is that when you get a case and you file it with the war risk that within 48 hours the case is decided finally?

Mr. ROGERS. Yes, sir.

Mr. ROBSION. I believe that you have experiences different from every Member of Congress of whom I have heard.

Mr. ROGERS. That does not come through accident. It comes from the hardest kind of hard work on our part and on the part of the War Risk Bureau, too.

Mr. ROBSION. I do not see that a case could be terminated finally in 48 hours.

Mr. ROGERS. That is assuming, of course, that all the necessary evidence has been satisfactorily presented by the claimant. Of course, we can not expect the War Risk Bureau to decide a case either favorably or adversely until the necessary material has been put before it; but assuming that that is true, the cases were disposed of nine times out of ten within 48 hours.

Mr. ROBSION. Are the cases all referred to the district office or the district medical offices?

Mr. ROGERS. There are sometimes cases which involve physical reexamination of the claimant, and in those cases inevitably there is delay while that examination is made and reported upon. I am assuming the completion of the necessary evidence so that the Bureau of War Risk can act unless it is delayed by something within itself.

Mr. ROBSION. So that whenever these things contemplated in the law are complied with you could get action within 48 hours?

Mr. ROGERS. In 48 hours; occasionally more, sometimes less.

Mr. ROBSION. That is by personal request, is it not?

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Mr. ROGERS. That is by diligent labor on the part of my office and the War Risk Bureau.

Mr. ROBSION. In other words, you request early action?

Mr. ROGERS. Yes; and I follow it up to see that we get it.

Mr. ROBSION. Well, now, do your constituency, do they have the same experience in this 48-hour action?

Mr. ROGERS. I should not think they would have anything like the extreme promptness of that, but I think that the constituent who does not care to communicate with me for some reason, or is not familiar with the possibility of communicating with his Congressman, can get final action within a very limited and reasonable period to-day. I think so because most of those cases that we are getting now are cases that come to us in the first instance and not as a result of impatience or anxiety as to the decision, after having been originally taken up with the War Risk Bureau direct.

Mr. ROBSION. But the Member of Congress acting behind it does expedite it.

Mr. ROGERS. He can hurry it a great deal, if he will.

Mr. ROBSION. Now, under your plan and best estimates that you can obtain, something like 136,000 men would take vocational training.

Mr. ROGERS. That is Mr. Lamkin's estimate and that includes men now eligible under section 2, and also men who would become eligible to section 2 training, assuming the change in the law which I recommend.

Mr. ROBSION. That is all that from the beginning, is it not?

Mr. ROGERS. Yes.

Mr. ROBSION. All from some particular date.

Mr. ROGERS. As far as I know it includes all men.

Mr. ROBSION. The entire proposition.

Mr. ROGERS. Yes.

Mr. ROBSION. What is the total estimated cost under your plan?

Mr. ROGERS. On the present rates, about $455,000,000.

Mr. ROBSION. Under the present law?

Mr. ROGERS. Under the present law as to rates of compensation.

Mr. ROBSION. Yes.

Mr. ROGERS. But the present law as amended by my proposal, so as to include in section 2 all disabled service men.

Mr. ROBSION. But to change the law so that every man with 10 per cent or more rating would get the training with pay.

Mr. ROGERS. The estimate of the $455,000,000 is based upon the present compensation rates.

Mr. ROBSION. Then, if we would increase it according to the Darrow bill, what are your figures on that?

Mr. ROGERS. $514,000,000. In other words, it would then involve a basic expenditure per month per man of $175 instead of as at present $155.

Mr. ROBSION. But what would be the entire cost of the proposition under the present rates and under the law as construed by the vocational board?

Mr. ROGERS. I am depending wholly upon the estimates or figures of the Federal board which the board transmitted to me a day or two ago by Mr. Lamkin. As I said this morning, should it cost $3 now it would cost $8, an estimate which gives between two and three times as much, assuming the figures are correct.

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Mr. ROBSION. How much have we appropriated already for vocational training?

Mr. ROGERS. I can not answer that question off hand.

The CHAIRMAN. $18,000,000; initially, $2,000,000, and $16,000,000.

Mr. ROGERS. Was there not then another $3,000,000?

The CHAIRMAN. That is recent—in the last bill.

Mr. ROBSION. So it is $20,000,000.

Mr. ROGERS. Mr. Lamkin says that the last deficiency bill which has quite recently become law carried something like $11,000,000 more.

The CHAIRMAN. That would be $18,000,000 plus $11,000,000.

Mr. ROBSION. $20,000,000.

Mr. ROGERS. Mr. Lamkin says——

Mr. LAMKIN (interposing). The amount originally, but there is $29,000,000 since.

Mr. ROGERS. What was that figure?

Mr. LAMKIN. $8,000,000 for the balance of this fiscal year; $90,323,000 for the next year.

Mr. ROBSION. What length of time does your plan contemplate?

Mr. ROGERS. This contemplates that out of every 100,000 men 50 would complete their courses in 6 months; 150 would complete it in 12 months; 300 in 18 months; 400 in 24 months; 25 in 36 months; 75 in 48 months.

That average is somewhat over one year. Dr. Monroe in a letter which he sent me and which I also included in the record estimated the average time at 10 months.

Mr. ROBSION. I can not see how you can get under your plan or under the present plan with the figures submitted a ratio of $3 to $8.

The CHAIRMAN. A ratio of $3 to $5.

Mr. ROBSION. $3 to $5. In other words, I can not see how under the figures submitted that your plan will not cost a great deal more and be in a greater ratio that $3 is to $5.

Mr. ROGERS. There are various elements which would tend to keep down the ratio for men who would take advantage of section 2, training under the enlarged law.

Mr. ROBSION. I am just taking your total of the amount, five hundred and odd million dollars; but you take the number of men. I am taking the number 136,000 as your total of appropriation required.

Mr. ROGERS. Just what is your question?

Mr. ROBSION. I can not understand how anyone makes out there that the old plan, with that plan, that it would be in the ratio of $3 to $5, or anything near like that.

Mr. ROGERS. You think it might be less expensive?

Mr. ROBSION. I think that the ratio would be much greater than that in your plan.

Mr. ROGERS. You think it would cost more, in other words, than is suggested to increase it?

Mr. ROBSION. No; I think that you have got the present plan estimated too high.

Mr. ROGERS. I am not able to say what the total would be now.

Mr. ROBSION. Under your plan I do not think it could be nearly $3 spent. The ratio is too small.

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Mr. ROGERS. It is a speculative estimate, as I made clear this morning. Dr. Monroe, vice chairman of the board, said this, in his letter to me of February 2, 1920:

The medical section of the Bureau of War Risk Insurance estimates that the total number of cases that will be finally adjudged disabled to the extent of 10 per cent or more will be 500,000. In addition to that, there are about 200,000 men discharged from Army camps whose service was limited to the period between their acceptance by local draft boards and their discharge at the Army camp. How many of these 200,000 might be found eligible under such a law as you porpose, no one can possibly foretell. As to the 500,000 who actually saw some camp or Army service and who, in the opinion of the War Risk Insurance Bureau, may be adjudged at least 10 per cent disabled, one man's guess is as good as another's concerning the number who might claim training under your suggested law. If we set the arbitrary figure of 50 per cent and subtract from the 250,000 the 75,000 which it is likely we will be called upon to train under the existing law, we have the figure 175,000 to whom the Government might be obligated by your legislation.

Mr. ROBSION. So that according to that, it will greatly exceed the 136,000 mark, will it not?

Mr. ROGERS. It will greatly exceed that.

Mr. ROBSION. The 136,000. In other words, does he not figure the estimate there that it will not likely run to 250,000.

Mr. ROGERS. That is Dr. Monroe's statement.

Mr. ROBSION. On top of that you have to take into account the 200,000 men that we dismissed from service and have made claims.

Mr. ROGERS. He says, 175,000.

Mr. ROBSION. The 200,000 that we inducted into the service and later on were dismissed at camps. He refers there to 200,000.

Mr. ROGERS. Those 200,000, of course, include all men who were inducted, but who never rendered actual service. It does not mean that those 200,000 men were disabled.

Mr. ROBSION. Among those he points out there will be some disabled.

Mr. ROGERS. There will be some.

Mr. ROBSION. Then he cuts it down by 50 per cent, does he not?

Mr. ROGERS. Yes.

Mr. ROBSION. So the minimum number would be 250,000, would it not?

Mr. ROGERS. Dr. Monroe says 250,000, including everybody and, including those who are now receiving training. Mr. Lamkin says 136,000.

Mr. ROBSION. It will be, at least, 250,000, with 10 per cent high rating.

Mr. ROGERS. If we accept this statement as true, it will.

Mr. ROBSION. Under your plan it would run from $800,000,000 to $900,000,000, would it not?

Mr. ROGERS. I do not think so.

Mr. ROBSION. For the 136,000 it would cost $500,000,000.

Mr. ROGERS. But the 136,000 includes everybody under either theory of legislation.

Mr. ROBSION. The 250,000 includes everybody?

Mr. ROGERS. Yes, those are two different estimates.

Mr. ROBSION. You have, at least, doubled your number of men.

Mr. ROGERS. If you accept one set of figures.

Mr. ROBSION. Yes.

Mr. ROGERS. But, on the other hand, Dr. Monroe estimates the total additional cost to result from my proposal as $211,000,000,

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which is less than the estimate which was put in by Mr. Lamkin of about $285,000,000. This figure I get by taking five-eighths of the estimated $455,000,000, the total estimated cost of both sections of training now and as extended.

Mr. ROBSION. Then there is the question of additional pay for the American soldiers. This is additional legislation. What about the means of providing money?

Mr. ROGERS. That raises a very large question which I am not prepared to answer at this moment.

Mr. ROBSION. If we had to have, or if we had to drop either plan, your plan of the rehabilitation of the wounded soldier, or giving them the additional pay, which would you suggest be done?

Mr. ROGERS. I think, speaking generally, Congress ought to care first for all men who suffered a physical disability as the result of their war service.

Mr. ROBSION. I am glad to hear you say that. I am very much in accord with your views on that.

Mr. ROGERS. I think the committee can undoubtedly get very much more light from the testimony of Mr. Lamkin and Dr. Monroe and others along this line than it could from me, although, of course, I am very glad to answer as best I can. The committee will notice that there are three different estimates which are before us from three different officers of the Federal Board for Vocational Education, who must be deemed experts in this computation. One is $211,000,000, put in by Dr. Monroe, representing the increased cost of this proposed change. The second is $455,000,000, put in by Mr. Lamkin, which represents the total cost over a period of four years resulting both from the present law and from the law as changed. This figure would be divided, roughly speaking, into $285,000,000 under the new law which I propose and $171,000,000 to which we are already obligated by law. Then Dr. Prosser, in his letter which I have referred to this morning, says that if we change the law as I suggest the total expenditure in all for both classifications would be between $400,000,000 and $500,000,000. Elsewhere he says it would probably involve a total expenditure of $350,000,000.

So the proposition, according to the best estimates we can get from these three different sources, involves an additional expense of somewhere between $200,000,000 and $300,000,000, if the calculations made by the Federal board are correct.

Mr. ROBSION. Yes. Now, Mr. Rogers, you stated that you could get results at the district offices at Boston, but could not get attention at the head office here in Washington of the Vocational Board. How do you explain that? What is the cause of that, that you could not get results here, you, a Member of Congress?

Mr. ROGERS. I do not know.

Mr. ROBSION. You can not get attention?

Mr. ROGERS. I receive promises over the telephone to get reports back, and then I would not get it. I would go to see why it was. The officials concerned would say the papers were delayed or lost. I have no satisfactory explanation to offer.

Mr. ROBSION. Do I understand that you have not been able to get anything like reasonable prompt replies to your letters?

Mr. ROGERS. I did not get what I consider reasonably prompt replies to my letters.

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Mr. ROBSION. What is the reason for that?

Mr. ROGERS. Reasonably prompt or reasonably satisfactory either.

Mr. ROBSION. It is your view that the board here in Washington, either through neglect or through inefficiency, was not taking care of the business of rehabilitation?

Mr. ROGERS. That was my conclusion.

The CHAIRMAN Mr. Rogers, assuming that it would be wise for us to pursue your first suggestion and give section 2 to all applicants by eliminating section 3, assuming that that would cost $500,000,000——

Mr. ROGERS (interposing). In all.

The CHAIRMAN. That means for the four years.

Mr. ROGERS. Yes; for both kinds of training. I mean for the present section 2 men and for the new section 2 men.

The CHAIRMAN. You don't mean that it would be $500,000,000 a year, but $500,000,000 would probably close up the rehabilitation work?

Mr. ROGERS. For all classes of men now and hereafter to be cared for under the section 2 provision.

The CHAIRMAN. As a Member of Congress, would you hesitate to recommend that amount of money for this work?

Mr. ROGERS. I should not hesitate in the least, Mr. Chairman, to recommend this change, which to my mind is fundamentally necessary if we are to pay the debt of honor to the disabled service men.

The CHAIRMAN. Do you think that Congress would look upon it favorably?

Mr. ROGERS. It is my personal impression that there would not be a vote cast against the proposal. I think it has been very significant that in all this discussion of the bonus or the adjusted compensation plan, as it is sometimes called, it has been assumed as axiomatic that the first obligation was to the disabled man. I construe the term "disabled man" to include men who have suffered disabilities and are suffering from disabilities as a result of their service in the Army or Navy.

The CHAIRMAN. Congress has wanted specific facts as to what is needed. There has been some objection from members of the Appropriations Committee, but usually on the basis that it was not necessary and depended largely for that opinion upon what had been said to them in committee. I think that your statement is correct, that there would be no hesitancy the minute that it was established that it is necessary.

Reverting to the war-risk insurance proposal that you have, the war-risk insurance situation is much better now evidently than before. It was in a bad situation some months ago. Are you aware that a resolution of investigation of that bureau was before the Rules Committee?

Mr. ROGERS. Yes, Mr. Chairman; I testified in behalf of that resolution.

The CHAIRMAN. I thought I remembered your appearance. And the reason the resolution was not acted upon favorably was that the new head had just come upon the scene, Colonel Lindsley.

Mr. ROGERS. Col. Lindsley was the predecessor of Mr. Cholmeley-Jones.

The CHAIRMAN. He has only been there 10 days. He made a very exhaustive statement in which he said that the bureau was not

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functioning and that he would like an opportunity to see what could be done. Upon that statement the Rules Committee could not do anything less than to say "Go on and we will give you a chance." An investigation now would do more harm than good. So that was dropped so far as the Rules Committee was concerned.

Mr. ROGERS. That was in the prior Congress I think, Mr. Chairman. That was during the Sixty-fifth Congress.

The CHAIRMAN. While that is true, the minority members of the Rules Committee joined with the majority and said "We won't ask for the investigation until Col. Lindsley has had a chance to show what he can do."

Do you know of any investigation of the War Risk Insurance Bureau that is on now?

Mr. ROGERS. I am not aware of any, sir.

The CHAIRMAN. The Expenditures Committee in the Treasury Department has been conducting it for some weeks.

Mr. ROGERS. That I did not know.

The CHAIRMAN. A member of that committee who happens to be the chairman is a member of the Rules Committee and has reported to us that good results are coming from the investigation.

Do you know whether the War Risk Insurance Bureau follows the plan of having preferred cases and has someone in the bureau to look after the preferred cases that are inquired after by Congressmen?

Mr. ROGERS. I think there has been established what is known as a special service section in the War Risk Bureau, which is primarily intended for Senators and Congressmen.

The CHAIRMAN. The result of that is expeditious finding of the case?

Mr. ROGERS. It seems to be the result in my experience.

The CHAIRMAN. I think my office has had the same experience that yours has in the recent months—probably I had better say weeks. We have had very quick results and very little to complain of after we presented the case to the bureau. Is that subject to criticism?

Mr. ROGERS. I think that opens quite an interesting line of inquiry, Mr. Chairman. I personally have a good deal of sympathy with the idea that the humblest citizen writing any branch of the Government ought to get preferred attention, and yet the policy in the departments of trying to help out Members of Congress more promptly seems to be pretty well established. We are all familiar, ever since we came here probably, with the "pink slip" of the Bureau of Pensions, which means a congressional inquiry of some kind and is intended to mean, whether it always works out in that way or not, especially expeditious service. Whether it is right or wrong, it seems to be fairly well established as a part of the Government agencies.

The CHAIRMAN. I share with your view that if it is possible there ought not to be any preference given that would lead to the criticism that it takes a pull in order to get action. I think that is unfortunate; yet I can not bring myself to the place where I would ask that that be discontinued. I hardly think I would.

Mr. ROGERS. Of course, it is very easy to put ourselves in the position of the gentlemen in the departments, who know that if they do not attend to Members of Congress with extreme promptness there is likely to be a frightful to-do down here and very likely on the floor of the House. Of course, no department officer, no responsible officer, likes to find himself attacked in the press or on the floor

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of Congress or in committee because a Member of Congress is complaining that he can not get prompt action. So from the point of view of the administrative officer I confess that I can see pretty good reasons why he has taken the steps that he often has taken.

Mr. ROBSION. Mr. Chairman, will you permit me to interrupt right there?

The CHAIRMAN. I yield.

Mr. ROBSION. I want to put it, Mr. Rogers, perhaps on a little higher ground. A request coming from a Member of Congress, who should be one of the important officers of the Government, should that not be given consideration and urgent consideration?

Mr. ROGERS. Of course, it should.

Mr. ROBSION. Always assuming that the Member of Congress would not ask a foolish thing to be done by one of the great departments here.

Mr. ROGERS. Perhaps that is true, and yet the mind recurs back to the inquiry, why the individual correspondent is not precisely as much in need of attention as the man who happens to be informed that he will do better to communicate through his Congressman?

The CHAIRMAN. I think, Mr. Rogers, that the delay is sufficiently repeated in your experience that your objection, while it could not be general, because there would be a great many cases that would be expeditiously adjusted; yet your objection would go to the lack of any reason for this 11 months' continuous delay in one single case, that if there is a single case of that sort, though other cases were cared for expeditiously, there is something wrong in the officer that permits that delay.

Mr. ROGERS. Yes, I think you have stated it as it lies in my mind. At the same time I want to repeat that I brought here only one specific case to-day, only with the view of sparing the committee the repetition of individual instances with which I know they have been very freely furnished during these last weeks.

The CHAIRMAN. Well, I meant to put it in that way, that there are a sufficient number of those cases that you would be justified in the charge that there is an unnecessary delay.

Mr. ROGERS. Yes, and the conviction was forced upon me, not because I had any grudge or any grievance, but simply from the fact that in the late spring or early summer of last year I found I was not able to get the kind of service for the sorely afflicted that I thought they were entitled to receive. And so, as I say, without any animus whatever, as I watched it more and more, I became convinced that something was wrong, either in the system or in the administration of the system in the Federal Board for Vocational Education.

The CHAIRMAN. Now can you put your finger upon the cause? Is it the system or is it the administration of it?

Mr. ROGERS. I think it is both. I think that if the proposal that I make of enlarging section 2 and excluding section 3 training were adopted, it would almost automatically remove many of the difficulties of administration.

As nearly as I can learn, a great part of the delay has arisen from the fact that the Federal board and its officers have had great difficulty in determining whether a given case was a section 2 case or a section 3 case; whether there was a vocational handicap, in other words, or not. That is a question of fact as to which perfectly con-

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scientious and equally well-informed men might differ. Now if the only thing that you had to do, the only thing you had to establish, was that there was in fact a 10 per cent degree of disability, your problem would very largely disappear, because you would have to ascertain that one fact as the sole preliminary to proceeding to put the man in training, if he wanted it.

The CHAIRMAN. I think the committee is quite a unit on the source of complaint along the lines you have suggested. It has come from many angles, various persons appearing and testifying here.

The other suggestion that you make goes to the administration as well as to the system, which I am very much concerned about getting to the bottom of, to know whether that would be a wise thing to do. I have personally some fear in that the rehabilitation work must be cooperative in a large sense. We must use State institutions, unless we enter upon the plan of building Federal institutions for this work, which I think never would do. Being a vocational matter, having the necessity of large judgment in matters in which there must be some discretion, it is much more than mechanical; consequently I have some fear about the War Risk Insurance organization taking care of it.

Mr. ROGERS. I can see the force of that suggestion. I am frank to say, Mr. Chairman, to my mind it is overbalanced by the good which I believe would result in other directions.

The CHAIRMAN. We are very much obliged to you, Mr. Rogers.

Mr. ROGERS. I very much appreciate this patient and abundant hearing which I have been afforded.

The CHAIRMAN. Let me say to the press that I have a wire that a member from the Philadelphia district wants to appear, and we are going to have a meeting to-morrow. I had intended to adjourn the meeting to-day until a week from to-morrow, but the committee will meet again at 10 o'clock to-morrow to hear this representative from Philadelphia.

Mr. LAMKIN. Who is it that is coming?

The CHAIRMAN. It is some disabled man. It is not a member of the office.

Mr. DALLINGER. Yes; it is. It is William Reid, of the Philadelphia office. They asked to have him come.

The CHAIRMAN. Well, the person who is to appear is not a member of the office.

Mr. DALLINGER. I thought he was. Perhaps I misread the telegram.

(Whereupon, at 3.35 o'clock p. m., the committee adjourned to meet at 10 o'clock a. m., Friday, April 16, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Friday, April 16, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. Just before we closed the hearings yesterday a wire was handed to me stating that a Mr. Reid, of Philadelphia, would be a material witness for the committee on the matter we had before the committee. Mr. Reid was asked to come here and is present. Will you take the witness stand, Mr. Reid?

STATEMENT OF MR. WILLIAM REID, FEDERAL BOARD FOR VOCATIONAL EDUCATION, PHILADELPHIA, PA.

(The witness was duly sworn by the chairman.)

The CHAIRMAN. Give the stenographer your full name and present address.

Mr. REID. William Reid, 1919 Arch Street, Philadelphia, Pa.

The CHAIRMAN. Mr. Reid, what is your present occupation?

Mr. REID. I am vocational adviser, district No. 3.

The CHAIRMAN. Attached to what office?

Mr. REID. The district 3 office, at Philadelphia.

The CHAIRMAN. How long have you been there?

Mr. REID. I have been at the Philadelphia office since April 15, 1919. Previously I was attached to the district 4 office.

The CHAIRMAN. That is a year ago yesterday?

Mr. REID. A year ago yesterday.

The CHAIRMAN. What was your work before you went to that office?

Mr. REID. Before I went with the Federal Board?

The CHAIRMAN. Yes.

Mr. REID. Prior to that I was in the service in the Army. In the Army I was doing personnel work, particularly trade test work.

The CHAIRMAN. Were you overseas?

Mr. REID. No; I was not overseas.

The CHAIRMAN. How long had you been in the service?

Mr. REID. I had been in the service something over a year.

The CHAIRMAN. What had been your work before you went into the service?

Mr. REID. Just prior to going into the service I was employment manager in Chicago.

The CHAIRMAN. Did you say employment manager?

Mr. REID. Employment manager; yes.

The CHAIRMAN. What would that involve?

Mr. REID. In my case it involved hiring employees and supervision after they were employed. I went into that organization to organize an employment department, and on account of leaving that service we had not yet organized a complete department. It was in process of organization at the time I left.

The CHAIRMAN. Where were you educated?

Mr. REID. University of Chicago; I had my collegiate work there. I was also educated in the Philadelphia public schools.

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The CHAIRMAN. Do you have a degree from the University of Chicago?

Mr. REID. I have.

The CHAIRMAN. What degree?

Mr. REID. Ph. B., bachelor of philosophy.

The CHAIRMAN. What is your conception of the importance of an adviser in the vocational rehabilitation work?

Mr. REID. I believe if we could say that any one man was the most important man in the organization it would be the adviser.

The CHAIRMAN. You have been in that work for a year. That is, did you come to that position when you first came to the board?

Mr. REID. Yes; I took the examination for adviser, went in as an adviser, worked as an adviser from January, when I first went with the district 4 office, until I was transferred to the district 3 office, where I was supposed to go in the training section, but I continued in advising work up there for some months before I went to the training section.

The CHAIRMAN. In the Philadelphia office are your quarters sufficient in capacity to take care of the force?

Mr. REID. Yes; amply sufficient. We have unusually good quarters at present. We have not had in the past.

The CHAIRMAN. What has been the general attitude of the office toward the disabled man?

Mr. REID. Do you mean the attitude of the office or do you want to get the attitude of the individuals who represent the office and who make the contact with the man?

The CHAIRMAN. Well, I think——

Mr. REID (interposing.) I do not want to quibble, but I do want to know just exactly what you mean.

The CHAIRMAN. Well, I really want both. What I am trying to get at is whether the attitude of the office toward the disabled man is that of charity rather than a recognition of the right on the part of the man.

Mr. REID. That depends entirely upon the individuals. Some individuals recognize it as a right, others consider it a charity.

The CHAIRMAN. What I had in mind, Mr. Reid, was that if individuals would show a particular attitude, it would largely be reflected in what the office permitted, and if there is the proper attitude that would be the attitude of the office. If there was not, it would be the fault of the office, and even if there was one individual in the office that did not show the proper attitude, the office would really be responsible for it. That is what I am trying to get at.

Mr. REID. I think your assumption is probably correct, that each individual should reflect the attitude of the office, but I think, because of the many changes, the frequent changes, occurring from time to time, and the fact we are recruiting our men from all sources, we do not have time to assimilate our men and train them in order to get an office attitude. It is largely individual work.

The CHAIRMAN. Then may I ask this question: I understand you are not refusing in any way to answer the questions——

Mr. REID. No; I do not mean to refuse to answer the questions at all. I want to give the idea, however, that we are not a group. We are not acting as one. We are not reflecting a policy; we are working as individuals, largely.

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The CHAIRMAN. And I want you, Mr. Reid, to realize that the questions that are asked are not designed in any way to embarrass you or to trap you or to get you to say something, and then later on say something else. That is not the purpose at all.

Mr. REID. I understand that thoroughly.

The CHAIRMAN. We simply want to get at all the facts.

Mr. REID. Surely.

The CHAIRMAN. Now, so far as you know, was there any attitude not justifiable by any individual attached to the office, so far as you know?

Mr. REID. The attitude of neglect of the men is certainly not justifiable. That is an individual matter. It does not represent a policy because, as I said before, I do not think we have a policy. It has not reached out to every individual.

The CHAIRMAN. I take it that your hesitancy in stating that the office did not necessarily reflect what the individual does, that would lead me to think that there was some delay that ought not to have been in the office; am I correct in that?

Mr. REID. You mean delay in handling the cases and getting action?

The CHAIRMAN. Yes.

Mr. REID. Yes; there is an enormous amount of delay that is not justified.

The CHAIRMAN. Could you indicate the cause of that delay?

Mr. REID. The local causes of it are two things, a lack of organization and the wrong personnel. Perhaps, the latter covers the former.

The CHAIRMAN. Is the defect at the head of it or would you place the fault at Philadelphia or at Washington, or at both?

Mr. REID. Washington to a large extent is responsible for the personnel. Washington to a very great extent could assist in organization work, and should, and therefore Washington must share with Philadelphia the blame for what is wrong. On the other hand, the right man in the Philadelphia office could improve things wonderfully and I think such improvement would be welcomed by the Washington office, and I do not think they would get in his way.

The CHAIRMAN. Who is responsible at Philadelphia?

Mr. REID. Mr. Fuller is responsible at Philadelphia.

The CHAIRMAN. How long has he been there?

Mr. REID. I do not remember the exact date. Mr. Lamkin can supply the date.

The CHAIRMAN. Did he come there since you came there?

Mr. REID. He has come there since I was there.

The CHAIRMAN. Who was there before Mr. Fuller?

Mr. REID. Mr. Cullen preceded Mr. Fuller.

The CHAIRMAN. Why did he leave?

Mr. REID. When he left the announcement was given out that he had secured a position in his former work of teaching in the town where he formerly resided, and I believe it was his plan to go back there. I know of no other reason except the official announcement.

The CHAIRMAN. To whom are you responsible, Mr. Reid?

Mr. REID. I am directly responsible to Mr. Halloway, supervisor of training.

The CHAIRMAN. And he is directly responsible to whom?

Mr. REID. To Mr. Fuller, the district vocational officer.

The CHAIRMAN. And he is responsible to the board here?

Mr. REID. He is responsible to Mr. Lamkin.

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The CHAIRMAN. Could you say whether there has been much delay in the Philadelphia office and many cases?

Mr. REID. Many cases and long delays both.

The CHAIRMAN. Sufficient to say that that is the rule of the office in practice?

Mr. REID. Yes; not the rule. I do not want to quibble over the thing. That is a result of their work. It is a general condition.

The CHAIRMAN. It is not conceivable that the officer in charge would have a rule of delay.

Mr. REID. No; we hope not.

The CHAIRMAN. But I meant is the delay sufficient cumulative so that it is the practice of the office?

Mr. REID. Yes.

The CHAIRMAN. That is not unavoidable in your judgment; that is, it is avoidable.

Mr. REID. It is, yes; a large part of it.

The CHAIRMAN. I think the committee would be glad, Mr. Reid, if you would give a specific case of needless delay, if you have evidence of that sort.

Mr. REID. I have not brought such material with me. I came on rather short notice, but I think you could get a great number of such cases merely by investigating the records, and I do not think this investigation will be complete until you do so. I do not think that my stating a single case would or should have any influence on this investigation. It would be an isolated case. If you want such information I should say go through the records of a fair sampling of all the cases and get it on a real basis. I should be very glad to furnish you or assist in any way in getting such a record.

The CHAIRMAN. Would you say upon your own information that the situation at the Philadelphia office would warrant this committee in sending a subcommittee to Philadelphia to make a thorough investigation?

Mr. REID. Yes; most assuredly, and might I add that that investigation should cover two things or three things, perhaps; relationship with central office, the organization within the office, and the personnel of the office.

The CHAIRMAN. Have you ever had any difficulty with your superior?

Mr. REID. I have; yes.

The CHAIRMAN. What was the source of it, or what was the cause of it?

Mr. REID. I presume that the cause of it, as outlined at one time, was that I believe I was told I had not gotten toned down to the Virginia blood, and that I was trying to speed up things too much in District 4. I have been accused of trying to get action. It seems to be a crime.

The CHAIRMAN. What is the significance in your phrase, "Virginia blood?"

Mr. REID. That just happened to be given by the chief advisor in District 4 because he happened to be in Virginia at that time and was trying to be a Virginian, I think.

The CHAIRMAN. Mr. Reid, what constructive recommendations can you make from your experience in the office? What would you advise being done?

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Mr. REID. I would advise a thorough investigation to begin with. That investigation should be made by an outside group of recognized authorities on the matter with which we are dealing. It should include three types of people. We are dealing with an educational problem, and all the statements to the contrary that we do not want educators running this job, I think are perhaps a little bit exaggerated. We do want educators. We want real educators and particularly those who have been interested in vocational lines; those who have really been doing work in vocational education and have held big jobs in it and have demonstrated their ability to do it. You want business men. When I say business men I mean to cover the whole range of industry, commerce and so forth, particularly men who have in their own firms or have been connected with the educational side of business.

The CHAIRMAN. Let me interrupt you there. We want an educator and we want a business man; do you mean two people or one man who possesses those two qualities?

Mr. REID. I do not think you will get one man who possesses those two qualities. I think we want two or more. I am referring to a type.

The CHAIRMAN. That is what I am trying to get at.

Mr. REID. That is the idea.

The CHAIRMAN. Whether you are recognizing there the educator as one man we need and the business man as a different man.

Mr. REID. Yes; and perhaps more than one man. A good many factors enter into determining how many men you should have.

The CHAIRMAN. Are these people that you are talking of to make the investigation?

Mr. REID. To make the investigation and, later, I would also use them as an advisory and supervisory body.

The CHAIRMAN. Attached to the board?

Mr. REID. Attached to the board. I am still somewhat in doubt as to whether there should be one body attached to the central office or whether there should be local bodies attached to every district office. I am rather inclined to favor the latter. It ties up closer.

The CHAIRMAN. You said there ought to be three, the educator and the business man, and who is the third?

Mr. REID. The third man is another business man, not from the educational viewpoint but purely from the viewpoint of being able to organize the business end of the office. That means a business executive, an efficiency man, if you wish to use the word.

The CHAIRMAN. How would you differentiate between the last two you have mentioned?

Mr. REID. Many efficiency men have nothing to do with educational work. Their business is merely organizing and directing processes in procedure and has nothing to do with educational processes carried on in modern business to-day. Many of these men do not recognize the need of education.

The CHAIRMAN. Would you have any difficulty in making the selections?

Mr. REID. You might have difficulty in getting such men to serve unless you put the matter to them fairly. I could perhaps suggest types.

The CHAIRMAN. Would the salary that we pay command the type of man you think necessary.

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Mr. REID. I do not think that is the question. I think you should say a salary to attract the type of man and whether he puts in full time or part time he should be amply paid for it.

The CHAIRMAN. Suppose the salary is not afforded, are there men sufficiently devoted to this sort of work that they could be found without reference to the salary?

Mr. REID. You might find isolated cases, but I think most men doing such work to-day are so busy trying to keep up with the high cost of living that they do not have spare time to devote to a matter like this, no matter how much their interest may be, without some fair remuneration.

The CHAIRMAN. We have had testimony to the effect that the salary feature is not, and then we have other testimony that the salary is; what is your viewpoint there? Are we going to fall down on this work unless salaries are increased?

Mr. REID. You are speaking now of the salaries of the workers as a whole, getting away from the small group.

The CHAIRMAN. No; I am speaking of the salaries of the men you are trying to outline.

Mr. REID. You understand that these men I am outlining to you are merely an advisory and supervisory body, and they are not the actual workers in the office.

The CHAIRMAN. Would the advisory body have to be salaried people?

Mr. REID. I think they should be, for the reason I have stated. I feel that we want sufficient of their time so we would have to pay them for it.

The CHAIRMAN. May I ask, Mr. Reid, right in connection with that, your opinion. The law originally creating the Federal board, having the administration in mind of agricultural work, industrial work, and probably commercial and home economics, provided a representative of agriculture on the board, a representative of the industries on the board, and a representative of labor on the board; was that a good provision in the law?

Mr. REID. That was a very good provision in the law.

The CHAIRMAN. You indorse that?

Mr. REID. I do.

The CHAIRMAN. What would you say about adding to the board an ex-service man?

Mr. REID. An ex-service man?

The CHAIRMAN. Yes.

Mr. REID. Added to the Federal board as a whole?

The CHAIRMAN. Yes.

Mr. REID. The ex-service man has no particular interest in the Smith-Hughes work under the board and as such would have no influence on it. You might add him to that part of the board or that committee of the board particularly in charge of the rehabilitation work.

The CHAIRMAN. Well, the rehabilitation work is incidental to the law.

Mr. REID. Yes.

The CHAIRMAN. There is a bill before our committee now providing for an additional member of the board to be an ex-service man, and that is why this question was asked you.

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Mr. REID. I can not see where he has any relation to the work under the Smith-Hughes Act. He has under the Smith-Sears Act, and I think as such he might be of value, but I think he should have absolutely no function in regard to the Smith-Hughes end of the work.

The CHAIRMAN. In addition to the constructive suggestion as to the character of the advisory membership, what else have you to recommend?

Mr. REID. I have recommended that as a basis for really getting at your solution and finding your trouble. If you want me to suggest things for which they should look——

The CHAIRMAN (interposing). Yes.

Mr. REID. Because I believe they should outline this program rather than myself. I believe it would be better coming from such a body. As I said before, they must get at the personnel of the office.

The CHAIRMAN. The difficulty about making a general recommendation is that the committee wants a comprehensive view of what this board is to do before it would recommend.

Mr. REID. That is what I am giving you.

The CHAIRMAN. Yes.

Mr. REID. They must study the personnel of the office and see if we are getting the type of men we need; if not, why not. If it is a matter of salary, let us get the salaries raised. If there is something about the board that fails to attract to it or causes to leave it men who are more capable than those who stay with it, let us find out why. My impression is that that has been the case in the past. The good men have left, the poor men have stayed on, and poorer ones are coming in.

The CHAIRMAN. You are speaking now of the administrative officers.

Mr. REID. Yes; I am referring to the group as a whole.

The CHAIRMAN. Your first suggestion, then, is an improvement of the personnel, to be reached by a different grade of salaries. Is that your first recommendation?

Mr. REID. I say that if the salary is the question, then let us solve the salary question.

The CHAIRMAN. Now, that is the point; is that the question? You say, "if it is the question." You see, Mr. Reid, the committee is trying to get at the basis of recommendation to Congress. Now, in your judgment, is the salary a matter of defect here? Is this work falling down for any reason?

Mr. REID. I believe it will require larger salaries than the scale at present allowed. On the other hand, I do not believe we are getting our money's worth for what we are paying at present. We are paying men $2,400 who are not worth $2,400, and we can hire all the men we want at $2,400. There is no limitation on that, and we have any number of men at that salary who are not worth it.

The CHAIRMAN. Now, that defect is not in the law and is not a matter for improvement by Congress.

Mr. REID. That is not a matter for improvement by Congrss. That is exactly why I said to you that if there are difficulties of salaries, then remedy the salary question. Now, we do want some more men who should be paid more than $2,400. I do not know whether the board is keeping within its regulations now. I do not see how they can.

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The CHAIRMAN. I take it from that general statement that you believe that if we put the salary at $1,000 we could find plenty of people but they would not do the work and could not do it.

Mr. REID. That is just it, and they will do the type of work we are doing now, which is nothing more than clerical work. It is not a clerical job.

The CHAIRMAN. Your criticism is that the work is not effective because of a failure in personnel.

Mr. REID. That is one of the causes.

The CHAIRMAN. As well as organization.

Mr. REID. That is fundamental. Personnel is always fundamental. Perhaps I am biased on the subject because I have been in it for so many years, but I have seen enough of it to know, and I think it is generally recognized by industry to-day and by educational authorities as well, that that is fundamental. You can not get away from that. I do not care what organization you have, if you do not have the right people in it you can not function properly.

The CHAIRMAN. What change should we make in the organization?

Mr. REID. You should develop a real organization. To-day we have not an organization. We are functioning as individuals.

The CHAIRMAN. What do you mean by that, "that we have not an organization"?

Mr. REID. I mean in our office the men who come in are not instructed in the routine of the office, in the policy of the office.

The CHAIRMAN. Whose fault is that?

Mr. REID. I should say the man in charge is responsible for anything that comes under him. That would place the responsibility on Mr. Fuller in so far as it could be done within a district office.

The CHAIRMAN. Has he the option as to who is to come into the office?

Mr. REID. I was speaking on the instructing of the men, not on the selecting of them. I do not know who has charge of the selection of men. That is a thing that is supposed to be entirely up to the Civil Service Commission.

The CHAIRMAN. The first thing is getting the men there and the second thing is proper advisement or instruction in the work the men are to do.

Mr. REID. Yes.

The CHAIRMAN. Are both of them at fault in your judgment?

Mr. REID. They are both at fault; yes.

The CHAIRMAN. How would you cure the first, in the selection of the men?

Mr. REID. I would make it a real job to get personnel for this work.

The CHAIRMAN. How would you do that?

Mr. REID. I would give the work over to somebody in the board who is big enough to handle it on a real basis and let him cooperate with the civil service and get big men.

The CHAIRMAN. The fault then is not necessarily with the civil service.

Mr. REID. I believe the civil service is willing to cooperate in every way. This job is unusual for us and it is extremely unusual for them. We are asking them to go out and select a great number

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of men for work that has never been done before except on the very smallest scale. Such men do not exist. It is largely a question of training men, but before we train them we must select the proper men, and you can not train them until you select the men.

The CHAIRMAN. Now, let me see if I can get at your specific recommendation. The selection by civil service is not necessarily at fault. That may be or could be made effective. It is not the civil service method that is at fault, but it is the failure to cooperate with the civil service in getting the right man from the eligible list.

Mr. REID. No; that is not my statement.

The CHAIRMAN. It is not? What is your statement?

Mr. REID. I say the civil service is not at fault. What I do say is this, that I believe the civil service is willing to cooperate to get the results and to get the right men. I believe they have cooperated in the many instances I have seen, but I believe it is purely a problem of cooperation, and they can not do it without our help and we can not do it without their help, because the law requires that the men shall be civil service.

The CHAIRMAN. I think I was getting at the right conclusion then. It is not the fault of the civil service, either the law or the commission, you say, but the fault of failure of cooperation in the selection of the men.

Mr. REID. I do not want to say a fault in failure of cooperation. I am not saying there is a fault there. The question you raised was whether we could get the men through civil service.

The CHAIRMAN. Yes.

Mr. REID. I say I believe we can do so by that method. Now, whether there has been a fault in the past I am not in a position to know. Whether civil service does not get better men because better men do not apply, I do not know, because I do not see the civil service records.

The CHAIRMAN. In other words, you are not recommending that we eliminate the element of civil service in the selection of men.

Mr. REID. That is a very difficult question, because when you answer a question like that you are trying to deal with the whole problem of selecting Government employees.

The CHAIRMAN. I mean in this particular work.

Mr. REID. You can not isolate it.

The CHAIRMAN. This committee, as a rule, I think, would like to maintain the spirit of the civil service. I am speaking for myself; I would. There has been evidence here that civil service does not give you the type of man that you may have to have at the head, but I have not gotten the impression that it is the opinion of the men that we ought to eliminate civil service in the selection of our general corps of workers.

Mr. REID. I agree with you there. I think if there are difficulties in the civil service—and there are, because they are limited—then I believe we should iron out those difficulties and get an efficient civil service, in so far as it applies to our work.

The CHAIRMAN. Now, Mr. Reid, can you put your finger, for the sake of the committee, on the weak spot of this administration of the law? If it is not civil service, where is it; I mean, in getting this personnel. Is it a failure to use proper judgment in selecting the men?

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Mr. REID. I can not say that until I know who have applied. You see the point I am making there. You can not select the men until you have the group who have applied. I say we are not attracting the proper men to our service because the personnel is going down instead of up; that we did have good men in it who have left. Now, perhaps, they left because they were just in temporarily; but I say we should be able to attract the best men.

The CHAIRMAN. I understood you to say a moment ago that we were defective in our personnel.

Mr. REID. Yes.

The CHAIRMAN. Speaking of what we now have?

Mr. REID. Yes; we are.

The CHAIRMAN. Now, who is at fault in not having selected proper personnel? How can we change that or how can we remedy it?

Mr. REID. I do not know what sort of cooperation you can arrange with civil service. As I understand it, civil service has allowed us a pretty free hand, certainly, in our temporary appointments, and I do not know of any good men being dropped because of civil service regulations. On the other hand, I do know of a great number of men getting in. I have never heard of a case where the civil-service refused to discharge a man who was not functioning and whom we recommended should be discharged.

The CHAIRMAN. Is the work in the Philadelphia district up to standard at present?

Mr. REID. What do you mean by "up to standard?" What it should be?

The CHAIRMAN. Yes.

Mr. REID. No; absolutely no.

The CHAIRMAN. Can it be made so? Can it be brought up to standard or is it work that inevitably means less than 100 per cent.

Mr. REID. It is a work that inevitably means less than 100 per cent; yes, because you are attacking an entirely new problem and the job will be done before you have developed the personnel and the technique that anywhere approaches 100 per cent, but I believe even with present conditions, there is room for improvement without any changes in the civil service selection as it stands with present salaries with the apparent temporary aspect of the work; I still believe it could be improved. I should say for one thing that better organization is going to help to get over this problem. Our office is just simply running around itself.

The CHAIRMAN. Do you mean that there is no teamwork there.

Mr. REID. There is no teamwork; absolutely no.

The CHAIRMAN. Each fellows goes his own way?

Mr. REID. Each fellow goes more or less his own way. It depends upon individual initiative to get things done rather than working as a group.

The CHAIRMAN. Does Mr. Fuller have the authority under the law to compel teamwork?

Mr. REID. Mr. Fuller has the authority under the law, and I believe also under the regulations of the central office to compel that.

The CHAIRMAN. He is not doing it?

Mr. REID. It is not being done.

The CHAIRMAN. Then the committee would draw the conclusion, whether you say so or not, that Mr. Fuller is not the man at the head of that office who ought to be there, if teamwork is not there and

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could be obtained, and is essential. I should draw the conclusion at once that one defect there is the head of the office.

Mr. REID. The defect is the head of the office in so far as he is a free individual to do as he wishes. If—and I do not know the answer to that—if his personnel is given to him, but he has no power over it either in selecting or firing it, then you can not hold him responsible.

The CHAIRMAN. No; and that is what I am trying to get at.

Mr. REID. If the central office does not come through with their part of the general organization work; if the central office is not definite and does not lay down things that can be passed on definitely then central office is responsible.

The CHAIRMAN. That leads to this question: Has Mr. Fuller the authority?

Mr. REID. Mr. Lamkin can answer that better than I can. In regard to the last, I will say that part of the responsibility is central office. I would like to read to you a part of a report called "Special instructions," dated January 19, 1920, from the chief addressed to all district vocational officers.

The CHAIRMAN. Is that this year?

Mr. REID. 1920; yes. The subject is "Rulings on questions arising at conference of supervisors of training at Philadelphia, Pa., January 10 to 12, 1920." The whole document is rather interesting, but on this particular question I will read paragraph 4:

> The matter of furnishing district offices at once with a list of printed letters of information, instructions, circular letters, etc., now in force is a matter that will be given attention at the earliest possible moment. This is a piece of work that should be done with care and will require some time.

The CHAIRMAN. Who is that letter from?

Mr. REID. That letter is signed by Mr. Lamkin. I believe Mr. Hamilton is responsible for it.

The CHAIRMAN. You may hand that letter to the stenographer so that it may be made a part of the record.

Mr. REID. I will be glad to let him have a copy. It took that meeting in January, 1920, to disclose the fact that central office was not supplying us with all the material we needed to keep up to date on rules and regulations. That was January, 1920. They admitted that it required great care and evidently felt that it was an important matter. Nothing has come through as yet. I would say that the material we get from central office comes in a most hit or miss fashion. I know that my files are not complete. I know I have attempted to get complete files and have had no success.

The CHAIRMAN. That fault would be at the central office.

Mr. REID. That fault is central office. I am trying to put the responsibility squarely where it belongs. While we are on the subject of central office and on the subject of responsibility in general, I would like to talk a little on that report. That report or that instruction letter was the result of a two or three days' conference held in the Philadelphia office which was attended by supervisors of training. How far west it went, I do not know; but we had quite a group there, and so I judge it went at least as far as the Mississippi River and it may have gone beyond that. Mr. Lamkin could furnish that information. I attended some of those meetings. The local staff was allowed to attend. Considering the expense to which we

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had gone to bring that group of men together and considering the fact that they had not been together as a body for quite a considerable time, we would expect that it would develop something. We would think that questions would come up, important questions. If they did not, then everything is well and why hold the meeting? But they felt there was necessity for that meeting and held it. Mr. Hamilton conducted the meeting.

The CHAIRMAN. Who is Mr. Hamilton?

Mr. REID. Mr. Hamilton is superintendent of training.

The CHAIRMAN. In the Philadelphia office?

Mr. REID. No; in the central office. Therefore he is in charge of all the training activities. He corresponds with Mr. Brunson, who is superintendent of placement. Mr. Hamilton conducted this meeting, held the discussion, and took notes on various matters that came up and promised to report on them. This is the report, the only report I have seen. If there are other reports, I have not seen them. This report indicates, or may be said to indicate, both the types of serious matters that came up at this important meeting and reaction of Mr. Hamilton and others in central office with whom he consulted. I am going to read the whole thing, if you do not mind. [Reading:]

1. The question arose at the conference mentioned above whether the authority given in paragraph 16 of Instructions No. 82 gives central office agents authority to approve transfers to other districts or whether paragraph 11 literally means that papers go to Washington and authority comes from Washington to make transfers from one district to another for training.

Please be advised that all cases involving transfers from one district to another district for training must be submitted to central office for approval. Central office representatives in the district offices have no authority to approve such transfers.

I may say, in regard to that, that I do not know why the question ever came up. It is very clear. The procedure always had been very definite in the office, and nothing to my mind, of course, as I look at it, seemed to indicate that we were going to change it. Who raised the question I do not know. [Continuing reading:]

Paragraph 8 of Instructions No. 82, limiting the total expenditure for one person to an amount not in excess of $500 per year, does not grant authority to the district office to transfer a case out of the district, even though the total expenditure can be kept within the limitation specified. In order to secure approval of payment by the auditor for travel outside a district by a disabled man, such travel must be based upon proper authorization from central office. Copy of authorization must be inclosed with the voucher submitted for payment of expense of travel incurred in accordance therewith.

That is merely a detailed instruction which I believe had been previously covered. [Continuing reading:]

2. The second question that arose at the Philadelphia conference was whether a person from each district should be sent to central office to study standards and forms for properly executing affidavits and contracts.

In answer to this question, it is advised that persons be sent to central office for the purpose stated only when summoned by central office. It is not contemplated calling in men from the district offices for this purpose at present.

I have nothing to do with that work. What I know about it is secondhand. I know we have had a great deal of difficulty with it. Evidently the opinion of the central office was that it was not sufficient to draw in many and not even one district was to be so instructed at that time. [Continuing reading:]

3. The third query of the conference was relative to the receiving of C. L. 585 on cases that had been closed. The reply to this is that the use of 585 has now been discontinued, also other follow-up letters of similar nature.

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That question was probably raised by a difficulty that they probably have in the central office as well as in their local offices. It takes a long while for a procedure to get around and sometimes it never reaches all individuals, and an individual goes along sending out the same old thing that he has been sending out for weeks and months; just a little bit slow in getting the stuff around. Maybe it never would have gotten around if this question had not been raised. I heard the discussion myself, and enough men indicated that they were getting C. L. 585 to indicate that they were not a few isolated cases. [Continuing reading:]

4. The matter of furnishing district offices at once with a list of printed letters of information, instructions, circular letters, etc., now in force is a matter that will be given attention at the earliest possible moment. This is a piece of work that should be done with care and will require some time.

In the meantime, district offices should keep up their files of the instructions and information series, Changes to Misc. 150 Rev., and letters sent to all D. V. O.s containing directions, and in cases of conflict follow the latest instructions and information.

It is contemplated putting this material into Misc. 150 Rev. in the form of changes as rapidly as possible.

I have seen some evidence of some changes coming through. This is a particularly interesting matter to me, to review the whole thing. We have such a standard procedure to follow in this case that we know we are going to have to revise our rules and regulations from time to time. We have the Army Regulations and any number of large corporations have a system of starting out with a base and adding changes from time to time. Our first attempt at this was Misc. 150 Rev. I do not know when it came to the office. I know that there are copies in the office. I know that the copy I have been reading has not been revised. I have been reading a copy of Mr. Weaver, the supervisor of training. The supervisors of the sections are the only men who have such copies. The rest of us can refer to it when we wish, otherwise we are not acquainted.

The CHAIRMAN. Do you think that the instructions sent out should not be limited to the supervisors of training but should be extended to others under the supervisors?

Mr. REID. Yes; absolutely.

The CHAIRMAN. Would not that be done through the supervisors rather than the central office?

Mr. REID. It could not be done officially through the supervisors without reproduction. I do not believe in issuing such important instructions orally. They may get over all right, but they may get over with interpretations, and if they do not, they do not last. You want the material before you in black and white when you have occasion to refer to it, and a man will never get his instructions right by merely hearing them read once in a conference.

The CHAIRMAN. I agree with you on that, but I do not know whether I would agree that the central office should send these instructions to anyone except those who are responsible for the persons operating under them. Why should not the supervisor of training send you copies of these instructions?

Mr. REID. I think you are now dealing with the matter of whether it is most efficient to reproduce those copies at central office or in the branch offices.

The CHAIRMAN. But you do the other?

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Mr. REID. We get a fair amount of material. Some is not worth reproducing at all and has no real value and I do not know how that goes out, but I believe that the task is sufficiently large so that it should be worth while reproducing it at central office. I certainly think that is one way of assuring that every individual would get it. You keep postponing the time when it will go into effect.

The CHAIRMAN. That is not the usual way of doing it. If I were the president of a university I would deal with the deans and let the deans deal with the supervisors in the departments. That is the same way that all of our Government work is done, is it not?

Mr. REID. May I cite an Army regulation which is standard, and we all know it? If the Army regulations were only sent out to the brigadier generals and the colonels, the men who use it the most are the officers under them and they would be in difficulties all the time without their copies. It is sent to every individual who is entitled to hold a copy of the Army regulations.

The CHAIRMAN. How frequent are conferences between the superintendent and the men under him in your office? Do you get together and confer over matters like this?

Mr. REID. You mean that come from the local office?

The CHAIRMAN. Yes.

Mr. REID. And the supervisor of training would have received such instructions and the men under him?

The CHAIRMAN. Yes.

Mr. REID. They are not frequent and are considered more or less of a joke in the office. The usual remark that comes is, "Why did we hold it?" Somebody says, "I guess they have to."

The CHAIRMAN. Were you through reading?

Mr. REID. There is one paragraph that I wish to comment on further. It is as follows:

5. Regarding the question that arose at the conference concerning the districts receiving two numbered copies of authorization letters for special purchases in excess of amounts granted by instructions No. 33, it is advised that this matter has been adjusted in accordance with the wishes of the conference and the two numbered copies of such authorization letters will hereafter be sent to the district offices.

UEL W. LAMKIN, *Chief*

A rather unimportant matter, I think.

The CHAIRMAN. I take it that that report coming from Mr. Hamilton does not reflect what you think it should from such an important meeting as was held?

Mr. REID. It does not. Please understand I do not say this comes from Mr. Hamilton. There is no evidence that it comes from Mr. Hamilton. It is sent in the mail and goes out signed by Mr. Lamkin. That is in typewriting. But Mr. Hamilton attended the meeting and I judge he would send out this sheet.

The CHAIRMAN. Have you any other constructive recommendations to make?

Mr. REID. I believe I have dealt with the matter of having outside advice and supervision. I have said that it should cover three matters or rather two matters, the personnel and the procedure in the office.

The CHAIRMAN. Now, Mr. Reid, you are a graduate of the University of Chicago, which presupposes pretty high rank and preparation?

Mr. REID. I think so.

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The CHAIRMAN. You were identified with the service prior to entering upon this work?

Mr. REID. I was.

The CHAIRMAN. You have been in this work a year. You believe the work, from what I glean, is a great work and important?

Mr. REID. I did. That is why I went in there.

The CHAIRMAN. Your estimate is that it will demand a high rank of ability?

Mr. REID. It will.

The CHAIRMAN. Now, I take it that you are sure there is a defect first in the organization in that there is not sufficient teamwork secured, whether it be the fault of the central office here at Washington or the head man at Philadelphia. There is a lack of teamwork that can be remedied. You have clearly stated that the personnel is not what it ought to be and might be remedied by some modification in salaries and also in a better administration of the law, both under the law and in accordance with the rules that are made. I take it that you are not satisfied with the way the work is being carried on at the office in Philadelphia, in the district in which that office is located, and that that dissatisfaction grows out of what is being done, not because it could not be better done, but because it might be better done. I take it that is the legitimate conclusion I can glean from your testimony this morning.

Mr. REID. Your conclusions are correct.

The CHAIRMAN. The committee will individually want to ask you questions. Judge Towner, you may proceed.

Mr. TOWNER. You said that it would be of very great value to us to examine the record of the divisional officers. Would you think, for instance, that it would be sufficient to examine the records of the Philadelphia office without examining others? Of course, it will be impossible to examine the records of all of them. What I am asking is for the purpose of knowing whether you thought that the examination of one office would be typical?

Mr. REID. I know two district offices, District 4 and District 3.

The CHAIRMAN. What is District 4?

Mr. REID. District 4 is the district now which has its headquarters in Baltimore. I worked there three months. I had a fair insight into the workings of that office. I am not familiar with its present personnel and its present work. So far as examining one office is concerned, I should say that Mr. Fuller, who is our present district vocational officer, and who has been, I believe, in other district offices, as an organizer stated to me that with some few exceptions Philadelphia was one of our best offices. If it is one of our best offices I should hate to think of the condition of the others, and I should be perfectly willing to have anybody examine the Philadelphia office and if they are satisfied with it, don't look after that any further, but then declare that my testimony is entirely wrong. They need not go further.

Mr. TOWNER. What kind of an examination could be given that office that would disclose the defect that you have referred to? In other words, would it take a skilled accountant or might the facts be ascertained by a subcommittee, for instance, of this committee?

Mr. REID. I want to make a pretty emphatic statement. It is not an accounting problem. There has been too much accounting in this business.

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Mr. TOWNER. Perhaps I should have said experts.

Mr. REID. Experts; educational experts who are capable of getting into the why and wherefore in the figures. We have been juggling figures ever since we started. We first thought of this thing only in terms of appropriations. Then we got down to the thing. How many men have we got in? Unfortunately, I consider, certain people have decided to find fault with the board beat us at the same game of figures. They are juggling the figures and we are juggling figures. The figures do not indicate the facts. Suppose we do have a great number of men in training, for instance. Are they in the right training? How long did it take to get them in? Are there men who are in training entitled to training? Are all the men who have been refused not entitled to training? Answer some of those questions. Are the men getting what they should get or what they are getting is that more than what they should get? Is it the kind of training they want, or are we taking men and putting them in any kind of training?

The CHAIRMAN. Such an investigation as that would require months, would it not?

Mr. REID. I do not believe so. I believe you could get some very definite figures in two or three weeks if you had the right group of people doing the work.

Mr. TOWNER. Let us go at that, then. Your idea would be, then, that it would need a committee, for instance, of three outside people?

Mr. REID. Of three types. You can determine the matter whether you want to leave it to some individual representing each group.

Mr. TOWNER. We want the quickest efficiency that will bring the quickest results with the greatest efficiency. Of course, a large committee would not be as efficient in reaching quick results as a small committee.

Mr. REID. The large committee could cover a great deal more ground. Supposing you had men representing each group to settle matters in dispute in this group and the group has the whole question to settle. I simply make that as a suggestion.

Mr. TOWNER. Of course, that is what I am asking you for. In the first place you would select a group of three vocational educators, as I understand it?

Mr. REID. Yes.

Mr. TOWNER. That is one of the three classes?

Mr. REID. Yes.

Mr. TOWNER. Then you would want the committee to select or appoint three vocational educators as members of this committee of nine? Where should we get them?

Mr. REID. I believe you could get them right within the district.

Mr. TOWNER. Within the district?

Mr. REID. Yes.

Mr. TOWNER. Not within the District of Columbia?

Mr. REID. No, I mean within our district, Federal Board District No. 3.

Mr. TOWNER. At Philadelphia?

Mr. REID. For instance, you have Carnegie Tech; you have the University of Pittsburgh, Pennsylvania State College, and the University of Pennsylvania. They are large training centers, perhaps the University of Pittsburgh; you can get other types of training such

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as Williamstown School, Thaddeus Stevens Institute, and others, and make that type of training. You go to these places and get trained men there.

Mr. TOWNER. You say these three men should be selected as vocational educators? Now, as to business man who has had some experience in vocational training, will you explain to us just what you mean by that type or group of men?

Mr. REID. I mean that big business to-day is realizing that it must educate its workers. That involves such work as vestibule school apprenticeship system and education generally. The movement is so big that such people have an organization called the National Association of Corporation Schools, which is a very flourishing institution and spends a great deal of money in research, which they pass out to their members, so that it is now an important thing in industry.

Mr. TOWNER. You think business men, of large business experience, who have had some practical experience with educational work could be obtained without any considerable difficulty?

Mr. REID. I believe they could be obtained if the matter was put up to them right.

Mr. TOWNER. You mean they are available?

Mr. REID. I believe they are available, yes; because the matter is of interest to them. It would repay them to get in and investigate this, because they are bound to profit by the experience, and they want to exert what influence they can to have this work done right. It is of immense value to them to have this carried on right, because eventually they will have to take an interest in it.

Mr. TOWNER. Then there is a third class that you suggested, of business organizers; that is, business men who had experience in large organization work, as I understood it.

Mr. REID. Yes.

Mr. TOWNER. Those would not be so difficult to obtain as the others, perhaps. You think we would have no difficulty in obtaining men of that type to investigate it as an investigating committee?

Mr. REID. I do not think that you should, but if there is difficulty, you could overcome it and get them.

Mr. TOWNER. Of course, we have before us a special class which can not or ought not to hang fire very long. You spoke about the advisory or supervisory commission and to identify the advisory or the supervisory commission with this investigation; then for us, the advisory or supervisory commission would be a matter that, as you yourself suggest, might be quite largely dependent on the investigating committee. The supervisory or the advisory commission, as I understand it, you would suggest be constituted on somewhat similar lines to this investigating committee?

Mr. REID. Exactly on the same basis. There is no reason why the committee should not later function in the same capacity.

Mr. TOWNER. Of course, we might be able to secure quite quickly an investigating commission that might report before our hearings are closed but would not be willing to act permanently either as advisory or supervisory.

Mr. REID. That is possible. In that case you would have to appoint new members. This first work is going to be in the nature of a survey, just as you would survey any school system.

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Mr. TOWNER. I wanted to ask your idea. I could not get your point of view as between an advisory or supervisory commission. As I understand it, an advisory commission would be entirely outside of the personnel of the board. It would be advisory merely. A supervisory commission, it occurs to me, would necessarily have to be the board itself or identified with the board so closely as to be the responsible supervisory power. You would not have those consolidated, would you?

Mr. REID. I would have them consolidated. I have added our supervisor in order to indicate that I mean that this board should have more power than merely to sit and make suggestions and have another one regarding the carrying out of the suggestions. They should be allowed to investigate it as well as they see fit and see whether it is being carried out.

Mr. TOWNER. Still that would be advisory, would it not?

Mr. REID. I am not going to quibble over terms.

Mr. TOWNER. We want to get the substance.

Mr. REID. I want them to do more than sit and make suggestions. You get suggestions enough, and they should see what will happen with the suggestions. I do not believe you can get a group of men to sit if they are simply going to make suggestions and not get any reaction upon them.

Mr. TOWNER. We will pass that for the present. I want to call your attention to this proposition that you suggest that the men who are to act in these divisional offices are not mere clerks, but are, in fact, experts. To what degree would that statement of yours, if I have stated it fairly, apply? Would it apply to all employees of divisional offices?

Mr. REID. You mean that they should be experts?

Mr. TOWNER. Yes.

Mr. REID. Yes, sir; that applies to all what we call staff members as against ordinary clerical help.

Mr. TOWNER. Yes.

Mr. REID. Every man advises and recommends, and so forth?

Mr. TOWNER. At present it is an entirely staff matter?

Mr. REID. Yes.

Mr. TOWNER. But to every person in the divisional office who acts upon an independent judgment regarding something that is integrally inherent in the activities of the divisional office, you think he ought to be an expert?

Mr. REID. Yes.

Mr. TOWNER. I say that your idea upon that matter is certainly borne out by the testimony so far before the committee. Now, this question of selection of these staff officers at these divisional offices seems to resolve itself into two main questions. In the first place, ought the board to appoint anyone except the divisional head and place upon the divisional head the responsibility of the selection of the staff officers, or ought all the staff officers be appointed by the board at Washington? What is your idea upon that matter?

Mr. REID. I believe that there is a happy medium there. I believe the board can influence and can help the local office get its staff, but I believe that the local office should have the final say when it wants one. I believe that is the present situation in the local office; they have the final say of getting the staff. If a man is objectionable, they will have him transferred.

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Mr. TOWNER. If he is objectionable the head will report to the board here in Washington and have him transferred?

Mr. REID. Yes. I suppose that is the custom so far as I am able to observe it.

Mr. TOWNER. The ostensible power, however, is in the board, is it not?

Mr. REID. The central board?

Mr. TOWNER. Yes.

Mr. REID. Apparently, so far as I can see it, because by controlling the district vocational officer they are bound to influence him if he should make any objections or have any preferences.

Mr. TOWNER. Is any one employed unless they are recommended by the local office?

Mr. REID. I do not know. I am quite sure that men have come up whom the district vocational officer had never seen. Whether they are appointed before he has a chance to try them out and pass upon them I do not know.

Mr. TOWNER. What would you say about the proposition as to whether or not the board at Washington or the divisional officer should have the final word as to the training of the soldier?

Mr. REID. I believe that the local office should have almost unlimited authority to go ahead and do the job always subject to supervision.

Mr. TOWNER. And review.

Mr. REID. Supervision after the man has started because you can always make changes. You can generally correct errors and I believe that the local man must be a man of sufficient caliber to make such decisions there, and if he is not he would see that others would. It avoids delay of communicating with the man in charge.

Mr. TOWNER. Some one has suggested to us that the method is fairly applicable to these cases that is pursued by an insurance company. An insurance company, we will say, is located in Philadelphia. It has an agency and an agent here in Washington. Application is made by an individual in Washington for insurance of the local agent. Certain statements are made and the local agent issues him a policy. That becomes operative from the time it is issued by the local agent. The local agent is required to report to the head office with the power to approve or disapprove the case, and if the application is approved that is the end of the transaction. If it is disapproved the insurance policy that is issued is canceled and the matter is adjusetd upon that basis.

Would that be a fair method that might be, analogously, a fair comparison to what might be done with the divisional officers in regard to placing the men?

Mr. REID. Not as much as I just outlined the matter. It is putting responsibility upon the district vocational officer and he is without responsibility or authority to do it with certain limitations.

While I am on that might I suggest that I have noticed a little in the testimony as I have read it from various sources they have discussed conditions that existed months and months ago. There have been changes, I think, and the board has centralized and it has helped a whole lot.

Mr. TOWNER. Conditions are better now in your Philadelphia office than they were some months ago?

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Mr. REID. The system is better in that district the vocational officer is allowed to act. The results of that action are not any better.

Mr. TOWNER. Still you have no team work and still you have unnecessary delays?

Mr. REID. Yes.

Mr. TOWNER. Which could be cured by the application of fair business methods and executive ability?

Mr. REID. And knowledge of the problem.

Mr. TOWNER. I think that is all.

Mr. DALLINGER. Do I understand that you are simply one of the training advisors at the Philadelphia office?

Mr. REID. I am vocational advisor according to my examination. I have not been functioning as the advisor except incidentally since about last June. I am now working in the training section.

Mr. DALLINGER. Do you have any control or supervision over anyone else?

Mr. REID. No. Only in so far as following up the work of other men. I have no authority to pass upon decisions that they make, and I have not had for some time; and, in fact, back as far as last September I was told distinctly that I was not supposed to use judgment, that I was supposed to grind out the work on a statistical basis, so many a day, go ahead, if you don't think it is a good shot try it.

Mr. DALLINGER. In other words, as I understa d it, at the present time you are going over the work of other vocational advisors and simply making a report to some one over you; is that right?

Mr. REID. I am simply taking further action based on my recommendation and must take that action regardless of whether or not I agree with that recommendation.

Mr. DALLINGER. Then, what is the object of your going over the work of these other men if you have no judgment in the matter?

Mr. REID. It is a supervisory function. To go back to the work that I first did, I happen to have been doing special work in training, to take care of the assembly depot, a reservoir, you may have known of it under that name. But before that, to go into the typical depot in the training section which is what we call writing recommendations, there the training assistant takes the recommendation for occupation made by the vocational advisor and recommends a course to be pursued to reach that figure. That involves selection of the school and the time that he is to attend thatschool, or perhaps determining that he should be placement rather than institutional training.

I wanted to get into the training section because I felt that in such an office I had an opportunity to correct very poor advisement. That was the way of it, and I sought to get that position and did. When I did take an interest I was told frankly I was not supposed to pass judgment on it, but supposed to write it up, and a good clerk with as good a file could have done as good work as I did.

Mr. DALLINGER. I understand you to say that your part in charge of the work of other vocational advisors is to the extent of looking over their recommendations?

Mr. REID. Yes.

Mr. DALLINGER. But that you are not given any authority to change any of the recommendations?

Mr. REID. No authority to change it.

Mr. DALLINGER. What did you do?

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Mr. REID. I simply ordered the work by writing up the information necessary to indicate where they were to go to school and for how long and the approximate cost. It was part of the necessary paper work.

Mr. DALLINGER. Your contention is that a clerk without any particular qualifications as vocational advisor could have done that work?

Mr. REID. Could have done it as well as I did with the limitations; yes. A clerk should not do it, however.

Mr. DALLINGER. Who do you think ought to do it?

Mr. REID. I think a well informed man who knows the work ought to do it because that is what makes the type of work of an advisor from the viewpoint of training valuable.

Mr. DALLINGER. Then I understand that at the Philadelphia office you had no case board as they did in New York to pass upon the recommendations of the individual vocational advisor?

Mr. REID. We used to have a case board. That case board did not act at all until after that recommendation had been written up by a man in the training section.

Mr. DALLINGER. That has been done away with?

Mr. REID. We no longer have such a case board.

Mr. DALLINGER. So that the individual vocational advisor makes the recommendation and you write it up and send the soldier to the school?

Mr. REID. Pass it on; yes.

Mr. DALLINGER. What is the full name of the district director of the Philadelphia office?

Mr. REID. Robert J. Fuller.

Mr. DALLINGER. How large a district does the Philadelphia office cover?

Mr. REID. Officially it covers Pennsylvania and Delaware. Unofficially we take some cases from south Jersey, which technically belong to the New York office, District No. 2, and which are closer to us, and prefer to arrange their cases through us.

Mr. DALLINGER. You take cases in south Jersey, in New Jersey?

Mr. REID. Yes.

Mr. DALLINGER. How many applications, roughly, do you know have been filed at the Philadelphia office for training?

Mr. REID. I do not remember, but it must be near 20,000 and some odd. That was the number about of the last folder I saw.

Mr. DALLINGER. What, if you know, is the salary of Mr. Fuller?

Mr. REID. I do not know.

Mr. DALLINGER. What, in your opinion, would be an adequate salary to attract the right kind of a man at the Philadelphia office?

Mr. REID. That is a changeable matter right now because schools and industries that would attract such a man are gradually increasing their rate. I should say that to get the right sort of a man in there he should be paid $5,000, and he would not be overpaid. Anything more we could give him to attract a better man would be an awful good investment.

Mr. DALLINGER. What, in your opinion, would be an adequate salary to attract the right kind of a man for vocational advisor?

Mr. REID. You can not pay too much there. You certainly should not pay less than $2,500 or $3,000.

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Mr. DALLINGER. And the same would apply to the training advisor?

Mr. REID. Yes.

Mr. DALLINGER. How many advisors of both kinds have you at the Philadelphia office at the present time?

Mr. REID. I do not know exactly, as I do not know their civil-service rating—what they are really. We have vocational——

Mr. DALLINGER (interposing). How many people are employed at the Philadelphia office other than the mere clerical force?

Mr. REID. I do not know. Mr. Lamkin could give you the figures much better than I could.

Mr. DALLINGER. In your opinion, are there enough advisors there to take care of the work and do it properly?

Mr. REID. There are enough advisors. The advisor simply takes care of the man who is going in, and as that load is falling off to a certain extent there are enough right now in the Philadelphia office to take care of the situation. There are not enough training assistants.

Mr. DALLINGER. In other words, there are enough men in the office to meet and take care of the soldiers without unnecessary delay, in your opinion?

Mr. REID. There will be some delay, but the load is not uniform. Therefore, you must expect some delay. Certain days a few of the men come in. You could not expect to take care of the men on busy days.

Mr. DALLINGER. Are there enough men in the field to take care of the work, in your opinion?

Mr. REID. When you speak of the field you are covering quite a portion of the work. The average field man does not do advisement work, but follow-up or placement training work, but follow-up and incidental training work when called upon to a certain extent.

Mr. DALLINGER. Is there an adequate force there?

Mr. REID. In some places there is, and in some places there is not. I think our Pittsburgh office is undermanned. I think our whole follow-up staff is undermanned. We are practically doing no follow-up, except what is forced upon us.

Mr. DALLINGER. How long have you been in the service?

Mr. REID. January 3, 1919.

Mr. DALLINGER. A year and a third?

Mr. REID. Yes; about.

Mr. DALLINGER. Do I understand you to say there has been no follow-up?

Mr. REID. Practically none. We did not start until February to get men to follow-up and we got a man in February for follow-up. That was their first organized effort. We have now a coordinated assembly depot but there is not enough coordination. I do not know where he is going to. We have got to have coordinated work in order to take care of them. There are men who are doing follow-up work now but no great amount of that has been done.

Mr. DALLINGER. How many have you in training at the Philadelphia office? Do you know that?

Mr. REID. We have about 2,500 or 2,600. I have not seen the most recent figures.

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Mr. DALLINGER. How many of them are in institutions?

Mr. REID. I do not know the proportion.

Mr. DALLINGER. In your opinion, how many men would be required for an adequate follow-up force at the present time?

Mr. REID. That is to a certain extent a rough guess because we have not tried it enough to say what results you can get but I should say if we had four or five very good men right now they would be kept busy for some time in follow-up work making readjustments.

Mr. DALLINGER. In your opinion, is the follow-up work a very important part of this work?

Mr. REID. It is particularly important for this reason. The original work was not done right. The follow-up work is the beginning of our doing the work right. Therefore, it must be good.

Mr. DALLINGER. Whose fault is it, in your opinion, Mr. Reid, that there has been no systematic follow-up work in the Philadelphia office?

Mr. REID. I do not know. I do not know whether we are authorized to have more men. I do not know whether we are using everything we are allowed. I do know this, that 11 men have been available in our office who had free time.

Mr. DALLINGER. Who could have been doing follow-up work?

Mr. REID. Yes: if the supervisor of training did not think that they had the ability or that they were not competent to do follow-up, then I do not think they are competent to do the other work they were doing and did not belong in the office.

Mr. DALLINGER. Do you know whether application has been made by Mr. Fuller, your chief, for more men?

Mr. REID. I do not know. I have heard him say at various times he was going to get more men, and then I have seen men come in and go and come, and I do not know whether they are just there for training to get on to the procedure or the part of our work or just what they were there for. It was hard to keep track of whether they are there in accordance with the force or not.

Mr. DALLINGER. How many branch offices have you in the Philadelphia district?

Mr. REID. We have a very large one in Pittsburgh. I judge the Pittsburgh office itself does as much general work and interviewing as the Philadelphia office. We have a branch at Harrisburg, one at Scranton, one at Allentown, and one at Johnstown, and one at Erie. Erie probably ranks with Pittsburgh.

Mr. DALLINGER. Have you a branch office in Delaware?

Mr. REID. We have no branch office in Delaware. We have very little work in Delaware.

Mr. DALLINGER. You spoke about the Pittsburgh office being undermanned. What have you to say in regard to the branch offices?

Mr. REID. Some of them have sufficient help. Others I have heard do not. It is very difficult for me to pass judgment on these branch offices. I happened to spend a week in one, and they told me they were getting along but needed three men. Naturally, they want a bigger force. Without making a pretty definite survey, I would not want to venture an opinion as to what they should have. From what I have to go on I think they have enough force.

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Mr. DALLINGER. I think you have already testified that in your opinion there has been an unnecessary delay in dealing with training cases?

Mr. REID. There has.

Mr. DALLINGER. I do not know whether you have touched on this or not. If you have, please say so. Has there been any complaint by any soldier, so far as you know, of discourteous treatment toward the soldiers by employees in the Philadelphia office?

Mr. REID. There has been some. I do not think that is a particularly important matter in this.

I feel that a man will interpret as discourteous treatment, perhaps, what was a very kind thing on the part of the man who dealt with him. These men are in a peculiar state of mind. Some people will say you are discourteous to a man if you don't mollycoddle him. I think you do a very great service sometimes when you appear to be discourteous, when you have to be absolutely frank. Don't be backward about telling him that some of the fault is his, as it sometimes is. That might be interpreted as discourtesy. I do not think there is a great deal of discourtesy. I do not think there would be any point in that. Our men are not that sort. They are men who know what these men have been through. They may be impatient at times and get cross because these men are in a mental state, and if you do not know how to deal with the mental state it would seem to be impatience. But as to definite discourteous treatment I do not think it is founded.

Mr. DALLINGER. Where are your offices in Philadelphia?

Mr. REID. One hundred and forty North Broad Street.

Mr. DALLINGER. Have you ample room?

Mr. REID. We have ample room. I should not call the lighting and ventilating good; but we have space there and we have quarters sufficient.

Mr. DALLINGER. Is the outside office into which the disabled soldier has to go a comfortable room?

Mr. REID. It is quite comfortable, and, in fact, I think it is the nicest part of the office.

Mr. DALLINGER. Are there seats for them to sit down while waiting?

Mr. REID. There are seats.

Mr. DALLINGER. They are not crowded or have to stand?

Mr. REID. Sometimes they might have to stand because there are not enough seats in there when there is a crowd of men.

Mr. DALLINGER. In this outside office who does the soldier first apply to when he comes in?

Mr. REID. He reports to the man who now is handling it, and I know personally that Mr. Sisson is an unusually good man for the position.

Mr. DALLINGER. Is he a man who is courteous?

Mr. REID. He is courteous and thoroughly understands the soldier. He is a man who has been through quite a lot of it himself

Mr. DALLINGER. Was he in the service?

Mr. REID. He was in the service and is simply a wreck of his former self, and he understands the disabled soldier and handles him properly in there.

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Mr. DALLINGER. Do you know what salary he gets?

Mr. REID. I do not know.

Mr. DALLINGER. Where is the war-risk insurance office in Philadelphia located?

Mr. REID. They have space on the same floor. I believe we rent from them.

Mr. DALLINGER. In the same building?

Mr. REID. In the same building and on the same floor, and I believe they have sublet from us; I do not know.

Mr. DALLINGER. Do you know whether the district covered by their Philadelphia office is coincident with yours, or whether it is larger?

Mr. REID. I do not know just what the war risk is doing now in that respect.

Mr. DALLINGER. From your experience and knowledge, Mr. Reid, what would be your opinion as to the wisdom of putting this vocational rehabilitation work under the War Risk Insurance Bureau?

Mr. REID. Under the War Risk Insurance Bureau? I should not say that. I should say put it in the Treasury Department and make it coordinate with the War Risk Insurance Bureau and the United States Public Health Service. I believe the three services should function under the same head. There would be a great saving there in exchanging records and a great saving in confusion due to the fact that the man who needs it most is unable to realize that everything in Washington is not in the particular bureau he is writing to, and that there is any necessity for directing communications to the particular office, or that if one office fails to give him service that the other office is not responsible. I believe there is a great advantage there in saving by interchange of records, and it would be a help to the men and keep them from being confused, as they are at present.

Mr. DALLINGER. What is your opinion as to the wisdom of having smaller districts in dealing with disabled soldiers? It has been suggested, for instance, that the congressional district might be a unit, except in a large city, where there may be more than one district in the city.

Mr. REID. I believe vocational education is more than a local matter.

Mr. DALLINGER. So you would not be in favor of the small district?

Mr. REID. No; I am not. Not smaller than we have. I say it is more than a local matter that if we have a man in Philadelphia who needs training at Pittsburgh, it is better to have the Pittsburgh training institution under the control of the Philadelphia office and vice versa.

Mr. DALLINGER. You think that the district you now have, the Philadelphia, having the load of the whole State of Pennsylvania is better than to have several districts in Pennsylvania, independent of each other?

Mr. REID. Yes; and for another reason I should say that, and that is that the type of men you want heading up your district is not so plentiful that you could get them for these smaller districts.

Mr. DALLINGER. You do not think we could get enough competent men to have charge of the smaller districts?

Mr. REID. No.

(Thereupon, at 11.50 o'clock a. m., the committee took a recess until 2 o'clock p. m.)

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AFTER RECESS.

STATEMENT OF MR. WILLIAM REID, OF PHILADELPHIA, PA.—Resumed.

The committee reassembled at 2 o'clock p. m., pursuant to the taking of recess.

The CHAIRMAN. Mr. Reid, Mr. Vestal would like to ask you some questions.

Mr. VESTAL. You have testified, Mr. Reid, that there was quite a good deal of delay in the placing of men in training. Has that delay been as noticeable in the past 2 months as it was previous to that time?

Mr. REID. There has not been as much delay in the past two months as there had been some time previous to that. I think there has been a certain amount of speeding up; that is, we are getting men into training quicker. We have developed a little different machinery. I can not say we do a better job; we do a faster job.

Mr. VESTAL. I will get to that later.

Mr. REID. Yes.

Mr. VESTAL. Now, what is the cause of that delay, in your judgment?

Mr. REID. There are many causes. Let me give you one simple cause of it. Most of us know what a tickler system is. If you wish a case brought to your attention at a certain period, a day or a week or two weeks later, you simply make off a little note with the case number and the date and the name of the person to whose attention it is to be brought. They are filed and on that date they are brought up. It is just a tiny part of an enormous system, but if that tickler card goes astray the case is not brought up. If you do not make out that tickler card when you have completed your action, and there is nothing about your action that is going to force the case up to you again, either to reply to a letter or something of that sort, the case goes dead in the files. That has happened in innumerable cases—the falling down of the tickler system.

Mr. VESTAL. Would you say, as a general proposition, that the delay in placing men in training is the fault of the system, or would you say it was the fault of a lack of cooperation among the men in the district office.

Mr. REID. It is the fault of both. Now, let us illustrate something along that second line. Here is one thing that will cause delay in a case. A man gets a case that is a little difficult. It may require more or less careful consideration and the writing of letters. It may involve a question of knowledge or of judgment upon which he does not feel capable of passing immediately. That case is shelved. The favorite thing to do with a case like that is to send it to the files without a tickler.

Mr. VESTAL. I did not get that.

Mr. REID. The favorite treatment of a case like that is to send it to the files without a tickler; remove all evidence that you had that case in your hands. Removing the evidence may mean almost anything; destroying the memorandum that sent it to you or it may mean nothing, because there may be no evidence that you had it in your hands, and you do not create the evidence.

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Mr. VESTAL. That really means that the soldier is lost sight of entirely.

Mr. REID. Absolutely lost sight of.

Mr. VESTAL. Do you mean to tell the committee that such action as that has been taken in cases?

Mr. REID. Yes. May I illustrate upon another point? When we had this audit, as we call it, by the eligibility squad, there was practically no arrangement whereby when they were through with cases they would automatically go back into channels where they had been before for action or where they should go as a result of the audit. Many cases just went to file. The eligibility squad put their stamp on it; they were not interested beyond that; nobody was placed with the responsibility of seeing that they got back into channels again. They went back in the files. I once discuessd that with Mr. Fuller, and he said that they had checked up on them, made a little statistical study, and found out that it was not perhaps so bad as I thought it was; that their study showed that only about 7 per cent of the cases had gone dead in that way. I think 7 per cent is quite a figure. I think we are dealing with individuals. We are not dealing with percentages.

Mr. VESTAL. Getting back now to another proposition, you say you think the work of placing these men has, to a degree, been speeded up in the last two months.

Mr. REID. Yes; it has.

Mr. VESTAL. What is the general attitude of the district office? Is it to try to get as mnay men as possible into training so as to make a record——

Mr. REID (interposing). You have stated it exactly.

Mr. VESTAL. That is the thing I want to get at, whether that is the attitude that is being taken by the district board or whether they have the broader attitude of trying to do the best thing possible for the soldier.

Mr. REID. That is their attitude. Of course, they say, "Well, we will get these men in. They need the money, and we must get them off the streets, etc.," they say, "and we will follow up." I was told we were going to follow up last September. You may be interested in my experience at that time. I had stood the thing about as long as I could, and could not get any satisfaction in protesting, so I wired to Dr. Prosser and said that I felt the Philadelphia office needed a thorough investigation and reorganization; and I was asked to come down for a conference. I came down and had a conference with Mr. Smith, who was that day retiring as chief of the rehabilitation division, and with Mr. Lamkin, who was just coming in. We had quite a long conference. I judge it lasted an hour or two hours at least, and that was the theory we were going on then. "Well, let us get these men in, get the men going; we can not guess right on all of them; it is a pretty difficult matter to decide what a man should do; get them started and we will follow up later." That was in September. Shortly after that Mr. Cullen was replaced by Mr. Fuller, and I did not see any great improvement toward getting quality. It was still the old quantity game.

Mr. VESTAL. I take it from what you say here, Mr. Reid, that there is an absolute failure in the district office in Philadelphia in cooperation among the men there in charge.

Mr. REID. There is.

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Mr. VESTAL. I think you answered the chairman, if I remember correctly, that you did hold some meetings to discuss the situation of different soldiers and conditions generally.

Mr. REID. That I did that?

Mr. VESTAL. That there were meetings or conferences held among the employees.

Mr. REID. Yes.

Mr. VESTAL. How often do you hold those conferences?

Mr. REID. There is no set time. We may have two in a week and we may not have any for three or four weeks.

Mr. VESTAL. Mr. Fuller calls those conferences?

Mr. REID. Very seldom are they called by Mr. Fuller. It will be a departmental or a section meeting rather than the whole office or rather than all the staff. Mr. Fuller would not call a meeting of the whole staff unless it was a matter that involved some new procedure or policy that would affect the entire work of the office. For instance, the last meeting I remember was in regard to this work of putting through the section 3 training.

Mr. VESTAL. Do you think the calling of a conference one or two or three evenings out of every week and discussing the whole situation would help the matter wonderfully?

Mr. REID. I do not know just about the number of times you recommend. I do not think it would be fair to ask men to put in that much evening work because it requies pretty hard work all day to deal with these problems; but I do feel that we must continually have conferences on the entire educational program in order to keep the workers in touch with what you are doing.

Mr. VESTAL. In other words, one part of the office is doing certain work that another part of the office does not know anything about?

Mr. REID. Yes. There is an interesting thing that develops up there ever so often; somebody goes ahead and develops a new form or a new method of procedure and puts it into force without consulting anybody else or without consulting the other departments that are concerned.

Mr. VESTAL. What is the general feeling of the men in the district office toward Mr. Fuller?

Mr. REID. There is a fairly friendly feeling toward Mr. Fuller. The feeling has changed, however. Many of us thought when Mr. Fuller came in that he was going to be the solution of our problem and worked on that basis, and felt quite elated that we had gotten a man who could solve the problem. That opinion has changed with quite a number of the men. They feel he is not solving it, that he can not solve it, that he is not capable, that he just simply says nothing. He does nothing wrong because he does nothing.

Mr. VESTAL. You have no feeling against him or any member——

Mr. REID (interposing). No; I was one of those who was particularly impressed with him when he first came up there, and I used every bit of influence I had to try to get the other fellows to pull that way, and ever so often some one comes around and says to me, "I told you so," to prove that I am all wrong.

Mr. VESTAL. Now, I understood you to make one other observation here, that you have not the right kind of men in the office.

Mr. REID. We have not.

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Mr. VESTAL. And in discussing the civil-service proposition—I gathered from what you said—it would probably be the better thing to cooperate with the Civil Service Commission and try to plan some way to have men who knew more about this sort of work apply through the civil service.

Mr. REID. I think that the civil-service regulations are sufficiently flexible to allow them to come from any source; that is, we can get the men and put them on the temporary pay roll, have them take the examination afterward. There is no hitch there. The thing is to attract them to the work.

Mr. VESTAL. That is the very thing I am trying to get at.

Mr. REID. Yes; the civil-service regulations are flexible.

Mr. VESTAL. So far as the eligibles on the list are concerned, you make no claim that the central office is not getting the very best they can out of the material there, do you?

Mr. REID. I judge that the central office is probably getting in more men directly than through the civil service, just from things I have heard. I understand that Mr. Hamilton said that at the last examination practically nobody applied.

Mr. BURROUGHS. How long have you been an adviser, Mr. Reid?

Mr. REID. I began advising work on January 3, 1919, when I first went with the board.

Mr. BURROUGHS. And you are still serving in that work?

Mr. REID. No; only incidentally. I stopped my direct advising work about last June. I am not sure of the exact date. When I transferred to district 3 it was with the understanding I was going to go into the training section, but I did not go into that section immediately because there was a pressure of work in the advisement section, and perhaps for other causes.

Mr. BURROUGHS. How many advisers are there in the Philadelphia office?

Mr. REID. I do not know exactly. I think there are about five now; it is hard to tell whether a man is an adviser or what he is doing, because they frequently take these men and use them on other work, and you do not know whether they are doing it temporarily or whether they have been put on that work permanently. It is a fluctuating group.

Mr. BURROUGHS. I understood you to say that you considered the work of an adviser a most important work.

Mr. REID. Yes; if you would say anything was the most important work, I do. It is the contact with the man, and it is the thing upon which you base everything you do afterwards. It, on the vocational side, compares with your doctor's examination on the medical side. You would not have a layman examining your men medically.

Mr. BURROUGHS. Now, then, I wish you would state to the committee what your idea is as to the particular type of man who ought to be chosen as an adviser.

Mr. REID. An adviser must be a high type of man so far as general qualifications are concerned, his personality; he must have good education; he must have had some industrial contact, and, preferably, both industrial and educational contact; he should have special training for his work. It will be practically impossible to get men who have had that special training. There are not such men available, and therefore I think it will absolutely be the work of the board to

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give the men that training; we can not take men in the rough and put them to advising as we do.

Mr. BURROUGHS. You think it is highly desirable to have men as advisers who have had special training, but you would not claim that that was indispensable to the success of the adviser?

Mr. REID. It is indispensable if we do not supply that training after we get the man before we put him to work.

Mr. BURROUGHS. Provided a man had those other contacts which you refer to, provided he was reasonably well educated, and had had the industrial contact that you referred to, and, if, perhaps, in addition to that he had a pretty good understanding of the psychology of the disabled man, which I understand from your testimony is also important, provided he had all that, do you think it would be indispensable that he should also have special training in order to be a success as an adviser?

Mr. REID. Yes; I believe so. You have omitted the educational aspect, and I think he should have that.

Mr. BURROUGHS. I included that.

Mr. REID. I do not merely mean his own personal education, but a study of the subject of education, because that is a large part of our work. I think he would need training. It is almost inconceivable to imagine that we could get a large enough number of men who have had such a varied occupational experience. The men who do have it have it just by chance. In my own case, to a certain extent, it was just by chance that I have had the very type I have had, and I know I would feel lost on the job if I had not had the experience I have had as a background.

Mr. BURROUGHS. You referred in your testimony to the fact that some of the men there in the office seem to recognize this service to the wounded man as being his as a matter of right, and others of them look upon it more as a matter of charity, something doled out to the men: that is true, is it?

Mr. REID. There is not a great number of the latter. Perhaps a thing that is more evident is the number who merely look upon the thing as a job to be done with; to put in so many hours a day and "Here is a fellow, how soon can I get rid of him and pass him along." They do not care. It is Government money. It does not cost them anything.

Mr. BURROUGHS. They go at it in a perfunctory way.

Mr. REID. Quite perfunctory.

Mr. BURROUGHS. Without having any heart in the work at all.

Mr. REID. With no heart in it. I should also want to emphasize no brains either, because that is pretty important. The heart will be there in this job, I think.

Mr. BURROUGHS. Would that seem to you to be at all the general attitude in the office or is that exceptional?

Mr. REID. That is more or less general.

Mr. BURROUGHS. You describe a situation which seems to me to put the responsibility up to the head of the office.

Mr. REID. It does.

Mr. BURROUGHS. And I think you have stated in the course of your testimony that at the present time the district vocational officer did have authority, that his hands are not tied in the way they perhaps were earlier in the history of this work.

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Mr. REID. I do not know how it is in regard to hiring personnel. I know that in regard to making decisions on cases, so far as the training is concerned, he has a great deal more authority now than he used to have. He has nothing to do with eligibility, and I do not know what the situation is in regard to personnel except as I stated before.

Mr. BURROUGHS. Is it your judgment that he ought to have the discretionary power to at least recommend the discharge of men in the office and to recommend the employment of certain individuals in the office?

Mr. REID. Absolutely, if he is going to be responsible for the work and the work is going to depend so much upon this personnel, he should have a large part in selecting it and in deciding whether he wants to retain it.

Mr. BURROUGHS. It would seem to be true that if he is to be held to responsibility he ought to have proportionate power.

Mr. REID. Oh, yes; you must give him authority with the responsibility.

Mr. BURROUGHS. You spoke about the question of delays and referred to the amount of delay as being enormous, so much so that, as I remember it, you stated that long delays had come to be rather the rule than the exception in the office.

Mr. REID. Yes.

Mr. BURROUGHS. And as I recall your testimony, you felt there were at least two local causes for that, which you referred to as first, a lack of organization and, second, some deficiencies in the personnel.

Mr. REID. That is right.

Mr. BURROUGHS. How long has Mr. Fuller been there?

Mr. REID. I think he came about November. I am not sure of that.

Mr. BURROUGHS. November of 1919?

Mr. REID. 1919.

Mr. BURROUGHS. And you have not as yet been able to see any particular improvement in this morale.

Mr. REID. No. While we are discussing morale, I think it is a good time to bring out another point. We have in the office a Mr. Creer, who carries the title of assistant district vocational officer. He was sent up originally, I believe, as what we call an urgency man, to expedite cases which for various reasons it was deemed should be rushed through. I believe Mr. Creer has made the statement that if he made good he was to be made a district vocational officer at the first opportunity that was offered. Instead of making good, he simply got the whole office so much aroused against him that they got up a petition and asked to have him removed. That petition was signed, I think, by more than half of the office force. Considering the time it took to get it up, considering the short time they had to get it up and the way it was rushed through, I think that was quite a good proportion. I believe they could have gotten almost all, if they had wanted to wait a while longer, but they wanted action.

Mr. Fuller did not act on that in spite of all this. I think that was the first thing that turned the force against Mr. Fuller, insisting upon maintaining this man in his place against the protest of the whole office. I signed that petition. That petition was gotten up by a committee, the chairman of which was, I believe, an unusually

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capable man who has since left us, like most of the capable men I think it presented in clear language just exactly what was the matter with that man, and everything showed that he should not have been kept. Under those conditions I could hardly blame the force for feeling that Mr. Fuller was not with them, in spite of all his appeals and statements to the contrary. That man is still in the office, and he is still, as they call him, the bull in the china shop. He is a quantity man and not a quality man. That may be what keeps him there.

Mr. BURROUGHS. You refer to that case as illustrative of what has been termed a lack of morale in the office.

Mr. REID. As one of the causes of it; yes.

Mr. BURROUGHS. At any rate, there does seem to be a lack of any unity of purpose in the work there.

Mr. REID. There is, decidedly.

Mr. BURROUGHS. How long a time, leaving out exceptional cases—how long on an average would you say it would take, or has taken since you have been in the office, to get a man from the time of his original contact with you, to get him into training?

Mr. REID. It would be impossible to answer that.

Mr. BURROUGHS. Or to get a settlement of his case?

Mr. REID. It would be impossible to answer that. I can get a case through in a day if I devote quite a little effort to it and made a special of it. If it went through the routine you never could tell. The chances are that it would get lost some place.

Our system is not even such that the last case takes its place and that the case that has been the oldest goes through the mill first. A case may get at the bottom of a pile and nothing more will be heard of it—it may get to the bottom of a pile in a certain office and stay there, and things come on top and come off. The lack of system is down to that point.

Mr. BURROUGHS. Do you have any filing system there at all?

Mr. REID. We have wonderful filing systems; lots of them.

Mr. BURROUGHS. Is there any rule in the office about getting papers back into the files at night?

Mr. REID. There are rules galore. We are all filled up with rules, and they are contradictory, but nothing is enforced. We have an absolute regulation in that office that you must make a night list so that they can find your case, so that the night force can go around and find it. People do not make night lists; nothing happens to them.

Mr. BURROUGHS. Whose business is it to see that that rule is enforced? Is that the D. V. O.?

Mr. REID. It is his business to see that somebody else does enforce it. He personally can not, but when the rule is not carried out and he gets evidence of it, it is up to him to see that the man to whom that work is assigned does carry it out. It comes primarily under the case officer. He is responsible for finding cases.

I would like to tell you that I should say within the last few months I have put as many as half a dozen men, probably, into training and actually could not find their cases; that I have heard that the biggest part of our men who come in have to wait anywhere from two to six hours to find their cases, and any number of men are sent out repeatedly because we can't find them after a wait of five or six hours. These are little things; these are not technical problems, just simple things.

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Here is a number—keep track of that number, is it this or that or this office? And nobody knows anything about it. Cases have been lost for a week. That is not involved; it does not take an efficiency expert for that, it just takes putting somebody on the job and watching them and making them do the job. They get these little girls up there and we put them on the job and the little girl wonders what she is going to do, because they are not half instructed.

Mr. BURROUGHS. You spoke about there being no case board, as I understood you?

Mr. REID. There is no case board any longer in our office.

Mr. BURROUGHS. Do you mean to say that there is no appeal whatever from the action of the original adviser?

Mr. REID. Yes; a man can appeal any time he wishes to.

Mr. BURROUGHS. Where does that appeal go?

Mr. REID. It depends on how convenient it is to change to his new appeal. The appeal will come in anyway. If he comes in and it has gotten past the advisement case, the men in the training section will take it up, and what action he takes will depend upon what opportunity there is. If a man comes in, if he has been assigned to, let us say, machine shop practice and he comes in and says he wants to be an auto mechanic and it will not involve too much paper work, they will make him an auto mechanic. It is easier to do that than it is to persuade him that he has no opportunity of succeeding as an auto mechanic. But if it would involve a change that took a lot of work, they would talk him out of it. It is cheaper to talk him out of it than it is to make the change.

Mr. BURROUGHS. Do the advisers have authority to make final settlement of the case?

Mr. REID. The advisers have no authority except to record and to venture their opinions. When the case gets out of their hands nothing further is do so far as they are concerned. The training section handles it then.

Mr. BURROUGHS. The training section, did I understand you, has final authority to settle a case, to determine where a given boy is to go for his training?

Mr. REID. It would come to the training section, but then of course there is always the appeal to the district vocational officer. If the man was to appeal, it would not get very far: anybody that had the man in hand would try to take care of him before it got there.

May I outline just a little bit of our procedure for you, just to indicate what happens? When we make a survey of a man on form 502 it is done by the vocational advisor. After he has recorded all the facts, we consider it necessary as a background, in consultation with the man, he decides upon the best vocation for him. Without going into details as to whether that may be wise or unwise, you can judge that somewhat from what I have told you of the type of men we are using. Then after eligibility is established——

Mr. BURROUGHS (interposing). Who determines that?

Mr. REID. That is determined by the central office man who has taken that in our office—the case goes over to the training section and we write what we call a recommendation on Form 502. That is what I described this morning. You describe the process by which this man is to be trained for the job recommended by the advisor. That means, you say he shall go to this school for this length of time.

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At that point the training officer might function and check the advisement. I used to do that, but I was told that I should not; it slowed up the work. From there, after that is typewritten, it goes to the supervisor of training. He signs it. From there to the supervisor of placement. He must sign it, because they want to have him see it, and if he feels that it is impossible to place that man, then he has a right to reject it.

From there the district vocational officer signs it. You have three signatures, one of the supervisor of training, the other the supervisor of placement, the other the district vocational officer.

Most cases are railroaded through and simply signed without a glance. This is a very rash statement to make, I know, but I think it is a fact.

Mr. BURROUGHS. That is the usual method of procedure?

Mr. REID. That is the usual method of procedure. I have had Mr. Weaver tell me repeatedly, "I have no time to read this."

Mr. BURROUGHS. Who is Mr. Weaver?

Mr. REID. Mr. Weaver was formerly supervisor of training. He is now supervisor of placement. He has told me that repeatedly: "I have no time to read this." Therefore they are not read.

The district vocational officer, Mr. Fuller, now has a man whom he calls a reviewer, who reads these cases, presumably before they come to him, and on his O. K. Mr. Fuller signs it. Mr. Fuller does not read the cases. The man whom he has selected as reviewer was a man whom the whole office feels absolutely fell down as a vocational adviser, who was more or less of a joke around the office. He was selected as the man to review these cases before Mr. Fuller should put his signature on it, and thereby make the case complete.

Mr. BURROUGHS. What was that man's name?

Mr. REID. That man's name was Malmburg. I think it is an injustice to the man; I think it is purely a case of dodging responsibility and making a man responsible for things for which he should not be responsible. That man is not capable of passing on cases, neither because of his background nor because of his present mental condition.

Mr. BURROUGHS. Do you think all these boys should be eligible for section 2 training?

Mr. REID. All of what boys?

Mr. BURROUGHS. All of the boys that are eligible for training at all? That is, should they have training with maintenance?

Mr. REID. What we at present call major cases get maintenance. Now, do you mean should the minor cases, or the negligible cases, get maintenance?

Mr. BURROUGHS. Yes.

Mr. REID. I think if you did that you would have an enormous problem on your hands. I don't see why you should train a man—the major rating is based upon the fact that the man is handicapped.

Mr. BURROUGHS. The reason I asked that is because that suggestion has been made here several times and urged quite strongly.

Mr. REID. May I present my viewpoint of the situation? If a major disability is given to a man who is handicapped and returned to his occupation, why do you wish to include any others in the group to whom you give training? Why not give training to the whole 4,000,000?

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Mr. BURROUGHS. You think then that there should be, as there seems to have been so far, a clear distinction between the major and minor disabilities?

Mr. REID. I do not know why there is a section 3 training. I think it was sort of an afterthought. I think that whole section dealing with that training should be very carefully reviewed and perhaps changed, perhaps eliminated.

Mr. BURROUGHS. Why should we not have some form of training for the minor disabilities?

Mr. REID. The major disability is so interpreted as to give training to any man who really needs it, who is suffering a handicap. If a man really needs training he should have the maintenance; if he doesn't need it, why should he have anything?

Mr. BURROUGHS. Any man who needs training at all, you think should have it, and you think he should have maintenance while receiving it?

Mr. REID. Only what you can give real training to.

Mr. BURROUGHS. But you think here is a question now as to whether what is known as section 3 training should not be revised and perhaps entirely eliminated?

Mr. REID. I should think that that was perhaps the way to handle it. I think it should be better handled that way. Some cases that may appear doubtful or that we seem to think should come under section 3 would be handled as major cases for a limited period, such as we call major temporary cases. The man may be a gas case and he will be called a major temporary, and his training period is planned for one year, and unless a greater handicap develops in that time, that one year is supposed to be the end of his training.

Mr. BURROUGHS. That is, you would distinguish between major and minor in the length of the training period?

Mr. REID. Yes, sir; you might do it that way. Of course all training periods are based upon the need. It is not a matter of giving a man so many months or so many years because he has a certain disability; the need will really determine it.

Mr. BURROUGHS. I think that is all.

Mr. REED. I do not know that I have very many questions.

Mr. REID. Pardon me, before we go further, while we are on section 3, I want to just put up a matter that is going on in the office now. We have received information from the War Risk Insurance Bureau in regard to the men who are getting compensation, who will therefore be eligible for section 3. You see we are making them automatically eligible for section 3. We have set up machinery in the office—small machinery—and we are going to notify all those men, and you are going to be told shortly that those men have been notified, that that board has done its part. We are not establishing any machinery to take care of those replies that come in or to give section 3 training, and you will be notified that at a certain date every man was advised he is entitled to section 3 training. It will be many, many months after that that you will be advised that all men who wanted it have been put into it. That is typical of the sort of thing we are doing. If Congress wants figures, if Congress wants paper results, we will work that way. I think it is important to find out in this investigation whether we are playing to Congress because Congress insists upon this, or whether we are misinterpreting our duty.

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Pardon me for delaying, but I just wanted to get that point over.

Mr. REED. I think probably you covered this in your general testimony, but I just wanted to ask these specific questions to find out about the lack of organization.

Has Mr. Fuller, since he has been there, ever called the entire staff together and talked to them with regard to the human side of this work and outlined definitely the policy of the office?

Mr. REID. Mr. Fuller has had two or three, probably more, meetings with the whole staff. I do not think at any time he has covered the whole policy. These meetings were generally to discuss some one particular thing, just as this last one I described was to explain about the section 3 work and how it would be indicated to the soldiers. Also the new cards that we were working in connection with our case office.

Mr. REED. Was the character of those conferences with the whole staff calculated to build up the morale of the office? Did it accomplish that purpose to any extent?

Mr. REID. I don't think it does. It will attempt to. I should say that everything Mr. Fuller says is along that line. Mr. Fuller uses good judgment in the things he says. He has always been inclined to appeal to the workers to put the job over, as we say, and he has always been grateful to them for what they have done, and has expressed his appreciation, and from the viewpoint of the words he used I think there is no criticism of those meetings.

Mr. REED. Outside of his words, did he accomplish the purpose?

Mr. REID. No: the purpose was not accomplished.

Mr. REED. Did he ever chart the organization and visualize it to the workers of the organization definitely the character of their tasks?

Mr. REID. Yes; he outlined that once. He outlined that some months ago, after a lot of new material came from the central office, but he didn't go far enough.

Mr. REED. That is the point I want.

Mr. REID. It was so hazy—a great big scheme, but it never got down to "John Jones, you do this, and Jim Smith, you do that."

Mr. REED. That is exactly what I was getting at.

Mr. REID. That is the difficulty.

Mr. REED. So that the people there are in a hazy condition; they don't know definitely what they are supposed to do?

Mr. REID. That is one of the favorite answers around the office, "I don't know."

Mr. REED. Did he ever call upon the members of the working force to offer suggestions to improve the service?

Mr. REID. I don't know that he has done that definitely. He has suggested at times that he would be glad to have that done.

Mr. REED. You have made suggestions to Mr. Fuller?

Mr. REID. Yes; I have.

Mr. REED. Were any of those suggestions carried out?

Mr. REID. I never even got replies. I put them in written form generally. I was interested in that particular system, and when I saw what havoc it was working, I sent suggestions to him, but he never answered them. Later I took it up with him personally and did not get any results. I tried it a number of times and felt that it was just simply wasting my time and his, and was rather irritating him.

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Mr. REED. So far as you know, have others occupying a similar position with yours had the same experience with Mr. Fuller?

Mr. REID. Yes; I know of some who have.

Mr. REED. And you want the committee to understand that there is no branch of the work there that moves along in orderly sequence in an official manner?

Mr. REID. In general that is true; yes.

Mr. REED. Well, is there really any branch of the service there in that office that you consider efficient—that is, from beginning to end?

Mr. REID. No; not a branch that is thoroughly efficient.

Mr. REED. That is all.

Mr. ROBSION. What was the date that you gave as to when you went to the Baltimore office?

Mr. REID. I was with district 4 when their headquarters were in Washington. That was January 3, 1919. I was there until April 14.

Mr. ROBSION. You were then transferred to the Philadelphia office?

Mr. REID. Yes, sir.

Mr. ROBSION. What was the cause of that transfer?

Mr. REID. The transfer was at my own request. Before I came with the board I had seen Dr. Roland in the Philadelphia office and had stated that I wanted to get up there, and I went into district 4 because they asked me to go there. It was against my own wishes, but they said that the work required it and I should subordinate my own desire, and I did. I afterwards asked for the transfer because I felt that I could do better work with Dr. Roland. I was more in sympathy with him and his ideas and could work with him better than I could with Mr. Magee in the Baltimore office.

Mr. ROBSION. When did Dr. Roland leave the Philadelphia office?

Mr. REID. Dr. Roland left—I think it was about July, July 15, I believe, 1919.

Mr. ROBSION. Where were the better conditions, in the Baltimore office or the Philadelphia office?

Mr. REID. In the Philadelphia office.

Mr. ROBSION. Well, has the Philadelphia office gotten worse or better?

Mr. REID. That is a very difficult question to answer. It is hard to choose. It had not changed a great deal. It has gotten worse, in my estimation.

Mr. ROBSION. Well, on the whole, how is it?

Mr. REID. It had not been thoroughly organized at that time, you see.

Mr. ROBSION. Is it your opinion that it is in worse condition, so far as being effective, now than it was in July, 1919?

Mr. REID. Yes; there is an entirely different spirit there now.

Mr. ROBSION. When you first went there the office was ineffective because it was new and had not been fully organized?

Mr. REID. Yes; it was very new.

Mr. ROBSION. But there was good morale?

Mr. REID. Yes, very much; Dr. Ronald was personally very popular with his men.

Mr. ROBSION. Now, the spirit of the work is not manifest—the spirit of the purpose of the work?

Mr. REID. No.

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Mr. ROBSION. What is the name of that fellow that you said was a joke, in the Philadelphia office?

Mr. REID. Mr. Grear; John J. Grear.

Mr. ROBSION. What is his official title?

Mr. REID. Assistant district vocational officer, I believe.

Mr. ROBSION. And when did he enter upon those duties?

Mr. REID. He came in last fall, while I was away on sick leave; about the beginning of October, I should say.

Mr. ROBSION. Why is he a joke?

Mr. REID. He knows nothing about the work. That is, he has neither the view-point nor the understanding of the educator, nor is he a business man that might function in assisting the organization to do better work. I believe before he came in he was a book agent—that is, before this war.

Mr. ROBSION. A book agent, you say?

Mr. REID. Yes.

Mr. ROBSION. Well, he would have perseverance then, wouldn't he?

Mr. REID. He has that. He has the book agent's type of perseverance.

Mr. ROBSION. You mean by that, he wants to talk all of the time?

Mr. REID. He likes to talk.

Mr. ROBSION. Now you stated that this man you thought was put in there to shift the responsibility?

Mr. REID. No; I said Mr. Malmburg was the man to whom they shift responsibility. Mr. Malmburg acts as reviewer for the D. V. O.

Mr. ROBSION. There are two of them?

Mr. REID. Yes; Mr. Grear is assistant D. V. O. I think Mr. Grear is in because he is a quantity man, because he does push things. He is so inclined that he just must be going like that all the time.

Mr. ROBSION. Have you any knowledge or information as to why a man of Mr. Grear's type was put into that position?

Mr. REID. I do not know. I presume that when men were needed—we try out everybody that seems to offer possibilities, and he was tried out after a very long trial, and no decision.

Mr. ROBSION. Well, is he the man that the employees got up a petition to have dismissed?

Mr. REID. Yes; that is the one.

Mr. ROBSION. Have you a copy of that writing or petition?

Mr. REID. I have not. I believe Mr. Fuller can supply it.

Mr. ROBSION. What was the substance of it?

Mr. REID. The substance of it was that the man did not understand the work; that he was not capable of arriving at proper conclusions; that he was making mistakes; that he did not know how to deal with the other employees; that he was antagonizing them; that he made remarks that were entirely out of order.

Mr. ROBSION. So that he was a disorganizer, one of these scattering fellows, instead of bringing things together?

Mr. REID. Exactly. He was perhaps a little overzealous in boosting his own stock.

Mr. ROBSION. You mean he gave himself a good name?

Mr. REID. Oh, yes; he liked himself.

Mr. ROBSION. Now, when did you file that petition with Mr. Fuller?

Mr. REID. I don't remember the date.

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Mr. ROBSION. About what date?

Mr. REID. Let me see if I can figure it up. That was some time around Christmas, but whether before or after I can't say. I was trying to tie it up with the holidays, but I can't.

Mr. ROBSION. What was Mr. Fuller's response to that request?

Mr. REID. I never heard any response myself. Everything I got was second-handed.

Mr. ROBSION. What was your information as to the action taken?

Mr. REID. He simply said he was going to investigate it and get to the bottom of it, but that in the meantime he was going to back up Mr. Grear; that he felt it was not justified.

Mr. ROBSION. Well, taking the position that Mr. Grear occupied and the way he was performing, wasn't it obvious to any man that he was not making good?

Mr. REID. It should have been.

Mr. ROBSION. It was obvious even to you as a casual observer?

Mr. REID. Yes: but remember he is a quantity man.

Mr. ROBSION. You say a quality man?

Mr. REID. No, quantity. He is getting results. He is getting the numbers through. He doesn't waste any time considering a case.

Mr. ROBSION. Is he the man that said he didn't have time to read the case?

Mr. REID. No, he doesn't make any such statements. For a while in the office it was a little interesting diversion to pick up cases that Mr. Grear had handled and see what he had done to them. We got quite a little diversion out of it. He is the sort of man who acts on the top paper in the case. He won't go any further than that. I have had cases where I have notified a man definitely of certain training, and Mr. Grear would write out a letter in response to an inquiry from a branch office and say that "We note your letter and we will take action," or something of that kind, when action had been taken, very definite action. He never sifts anything to the bottom. He always goes off half-cocked.

Mr. ROBSION. Well, in that office was there any particular kind of paper that was the top paper?

Mr. REID. Almost anything might be on top. Our files are so loose that anything might get on top.

Mr. ROBSION. And if he was doing the work with justice, he would look through the whole file?

Mr. REID. He certainly should.

Mr. ROBSION. Would you say that such action as that in that office would result in very great injustice to the disabled soldier?

Mr. REID. It would, yes. But he acts along one line, however, so the injustice might more often go the other way.

Mr. ROBSION. On what line does he act?

Mr. REID. He acts on the line to get a man into training, to get him to training, and get another on the list. He don't tarry much with the question of training or how suitable it is, but just gets a man in.

Mr. ROBSION. Then through action like his you are liable to get a blacksmith taking accounting or something like that?

Mr. REID. Oh, yes.

Mr. ROBSION. And provided there was no check over him, that would be the result of his action?

Mr. REID. Yes, sir.

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Mr. ROBSION. What was that man's name there that you said was a kind of a shock absorber or transferrer of responsibility?

Mr. REID. Mr. Malmburg.

Mr. ROBSION. What did he do?

Mr. REID. He reads every case, either on the original recommendation or request for a change or extension that must be O. K'd by the district vocational officer, and on the strength of his recommendation it is either O. K'd by the district vocational officer or returned disapproved.

Mr. ROBSION. Upon whose shoulders is the responsibility taken?

Mr. REID. There is none, except when Mr. Fuller is accused of doing things he says, "I am too busy and Malmburg reads my cases. Go get Malmburg." I believe they did that recently when a great number of auto mechanics managed to slip by.

Mr. ROBSION. Auto mechanics slipped by how?

Mr. REID. Well, I think almost in the beginning of the work we have concluded that there are not many disabled soldiers who will take up auto mechanics. For the gassed man, the man in that condition, the work is too hard and the fumes are not good for him. The man without all his parts, minus a hand or an arm or a leg, absolutely can not do the work, but every man has wanted it, praccally all the returned disabled soldiers want to be auto mechanics. We have a very hard time to keep them away from it, and it came out in absolute orders that they should not get it unless they could prove that they had had long previous experience or had a definite opportunity open for a position, in order that there might not be the danger of their being without employment when they got through the training.

Mr. ROBSION. And through this man's action, a great many of those men got into that business training that should not have had it?

Mr. REID. Not entirely through his action. He is the man that should have stopped it. It is due originally to the man that made the recommendation, and these men who made the recommendation originally did it because they were men who came on later and had not kept acquainted with what had been done earlier in the process. A man who is hired to-day and put to work does not have anthing to guide him by what we have been doing the whole year or more we have been in the work. He starts out green and has just what he picks up. That is why I am emphasizing the idea of training our men. We have got to train our men if they are going to do this right.

Mr. ROBSION. Now, along that line of civil service, it is your idea, as I get your viewpoint, that the board or someone representing the board ought to go out or use other means to locate the man who is susceptible of the right sort of training and induce him, if they can, to meet the civil-service requirements of the law and get him into the service?

Mr. REID. Yes; they should.

Mr. ROBSION. Then, after you get him there and get the right man, set about it to train him for this work, because you say there are very few men who have had any training of that kind?

Mr. REID. Yes.

Mr. ROBSION. Do you think that the man that you spoke of that really had the office of D. V. O., that it was handed over to this friend that you speak of?

Mr. REID. All the work of the D. V. O. is delegated in that way.

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Mr. ROBSION. Do you know anything about that so-called hard-boiled order that has been talked about in the press?

Mr. REID. I perhaps knew less about it than anything else. I have never seen a copy of the order.

Mr. ROBSION. Didn't you have one there in the Philadelphia office?

Mr. REID. If it was there it would not be accessible to me.

Mr. ROBSION. What is your information on that subject?

Mr. REID. The hard-boiled order?

Mr. ROBSION. Yes.

Mr. REID. That order only goes out to eligibility men. Eligibility men are not on the local staff; they are representatives of the central office. The local staff has no control over them. That order only went to them, to govern them in their actions. We would not get copies of it.

Mr. ROBSION. Well, what do you know about it? What information do you have, so far as your eligibility man in Philadelphia was concerned?

Mr. REID. I have heard that he got a copy of it. That is all I know.

Mr. ROBSION. How did you get that information?

Mr. REID. I was talking with him one day and asked him about it.

Mr. ROBSION. Well, who is he?

Mr. REID. Mr. Godfrey.

Mr. ROBSION. What did he tell you about that hard-boiled order?

Mr. REID. What did he tell me about the hard-boiled order?

Mr. ROBSION. Yes; about getting it.

Mr. REID. He merely said he had received a copy of it.

Mr. ROBSION. From where?

Mr. REID. He said that he had it. He didn't say where he got it. I presume he received the order from the central office. He is a central office man.

Mr. ROBSION. He is now the man—Mr. Godfrey was and is the representative of the central office here in Washington?

Mr. REID. Yes.

Mr. ROBSION. And your staff has no control over him?

Mr. REID. No control over him.

Mr. ROBSION. And can a case get through without going through his hands?

Mr. REID. No; not from the viewpoint of eligibility. That is the only thing he passes on.

Mr. ROBSION. What else did he tell you about the hard-boiled order and about getting it?

Mr. REID. He was rather reticent on the subject. He didn't wish to discuss it.

Mr. ROBSION. Well, considering the way the business was carried on there at Philadelphia, was it along the lines of the hard-boiled order?

Mr. REID. I don't think so. I think Mr. Godfrey is an unusually capable man, and he would determine his matters entirely upon facts. He would not be hard-boiled. He is more liable to be hard-boiled with members of the local staff who bother him with little things that they should not bother him with. That is the only thing I have found him hard-boiled on. He has true sympathy, not sentiment, but true sympathy for the disabled soldier.

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Mr. ROBSION. But the way the business was carried on there in the Philadelphia office, the way it was organized, the way it functioned, in effect isn't it hard-boiled?

Mr. REID. No, I would not call it hard-boiled.

Mr. ROBSION. Just scattered, is it?

Mr. REID. Men who are not thoroughly interested in their jobs are not hard-boiled. They would rather work the thing along easy. It doesn't pay to be hard-boiled; it starts scraps, and they don't want that.

Mr. ROBSION. You say that men are getting training over there that ought not to have it, as a rule?

Mr. REID. No, I don't mean that at all. As I have just said, Mr. Godfrey is a thoroughly capable man and is passing upon the cases on their merits, and he is not trying to keep anybody out who is entitled to it.

Mr. ROBSION. If I understand the hard-boiled order, it directed them to use brains and not their hearts. Now as a general rule the way that office has been running in the slipshod way, are they using either one?

Mr. REID. Not much of either.

Mr. ROBSION. And if I understand you, with the system or lack of system that they have there, the new case is apt to get action sooner than the old case, or to carry out the Bible language, the last shall be first and the first shall be last.

Mr. REID. Yes, in that respect we are carrying out the Bible. [Laughter.]

Mr. ROBSION. How do you account for it, Mr. Reid, in a great work like that, that no system has been worked out, no organization is there to carry on this work in a businesslike, systematic way? How do you account for it?

Mr. REID. Usually you hold those at the head responsible for what happens. I think they have been more or less hampered at the head. They have not been allowed to function freely.

Mr. ROBSION. You said they had a great many rules.

Mr. REID. That is true, but what I mean is that when they got the right sort of men at the head, or if they tried to get the right sort of men, they looked the situation over and they didn't stay with it.

Mr. ROBSION. You spoke about them having a great many rules, but the rules were not enforced.

Mr. REID. We have a little thing around the office, I don't know how true it is, that when a man is unfit for the local office, the district office, they put him in storage down in the central office, and to get rid of him they have him write procedure. That is our word for the method of getting things done.

Mr. ROBSION. You mean it is a joke, a standing joke, that when the district officers want to get rid of a man they send him to the central office to write procedures?

Mr. REID. If the district office wants to get rid of a man, instead of the board getting rid of him they pension him down in central office, and not being able to do useful things they throw anything that comes along at him or else he takes a notion to go over and do the thing on his own hook. That, of course, is just our guess, based upon some things we see and stuff that comes out of central office.

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Mr. ROBSION. Now, these great many rules, booklets, or pamphlets on procedure, are they contradictory, or do they follow a well-defined policy?

Mr. REID. Some seem to follow a policy; others just seem to be hit or miss, and do not take into account preceding regulations.

Mr. ROBSION. When you spoke about the little girls in the office, why did you use an expression like that?

Mr. REID. Well, they are little girls doing the work, and we developed the system which they come to do, and if we tell them how to do it, they will know, but we don't tell them how, so they are just lost.

Mr. ROBSION. Are you responsible, too, for that condition there in that Philadelphia office?

Mr. REID. Am I responsible?

Mr. ROBSION. Yes, your work—have you been falling down?

Mr. REID. I hope not. They say my little card system is the source of more annoyance for more people up there than any other thing in the office. I have to follow up these men in the assembly depot and see that they get into regular training, and I think I have got a system that keeps them jumping pretty lively.

Mr. ROBSION. You have got a card system?

Mr. REID. That is the particular thing I am referring to.

Mr. ROBSION. And a follow-up system? Do they have that in the other sections of the work?

Mr. REID. Recently they have been starting such a system, but it is not worked on that basis.

Mr. ROBSION. You don't have a follow-up system at the Philadelphia office, do you?

Mr. REID. Oh, no, we haven't any regular follow-up system.

Mr. ROBSION. Well, how can your work succeed without a follow-up system?

Mr. REID. It can't succeed.

Mr. ROBSION. And it is not succeeding, is it?

Mr. REID. It is not succeeding.

Mr. ROBSION. You could use, you think, the broad expressive term that the Philadelphia office has broken down badly?

Mr. REID. Yes; I should say so.

Mr. ROBSION. Have you any arrangements whereby you have people, or the board has people, passing upon the eligibility of men other than officers of the board or employees of the board?

Mr. REID. No; using the term "eligibility," that means just one thing: Does the man have a vocational handicap that warrants training that puts him in section 2, in other words? That is done by only one man, the eligibility man from central office, Mr. Godfrey, the man I described to you. Nobody else has any authority to do it. They take it occasionally, but not to any great extent.

Mr. ROBSION. There is some sort of arrangement up at Pittsburgh, isn't there, with a Mr. Bolen?

Mr. REID. Mr. Bolen's arrangement out there is not determining eligibility; it is determining the course the man is to have.

Mr. ROBSION. Now, what is Mr. Bolen and who is he?

Mr. REID. Mr. Bolen signs himself as "Director of the Allegheny Vocational School." The Allegheny Vocational School is a privately owned school—I don't know who owns it; Mr. Bolen, I judge, owns

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the largest part of it—which grew out of a receiving station for try-out school which we conducted at the Schenley Park High School in Pittsburgh. The school buildings of the city school board were first used by Mr. Bolen, and then he got this old school building and started out for himself.

Mr. ROBSION. And it is a privately owned affair?

Mr. REID. It is a privately owned affair.

Mr. ROBSION. And conducted by Mr. Bolen?

Mr. REID. Conducted by Mr. Bolen for profit.

Mr. ROBSION. And he is not a member of the board?

Mr. REID. He is not. He refused to come in as a member of our board, to conduct that school. He insisted on running it on his own basis as a commercial school.

Mr. ROBSION. He is not a member of your staff or organization?

Mr. REID. He is not, so far as I know.

Mr. ROBSION. Now, what has he got to do with passing on cases of men?

Mr. REID. We send men out there for what we call "try-outs." They are men who, because of insufficient vocational background or because their disability absolutely eliminates any previous background they have, who have no choice that seems reasonable and for whom the advisor can not work out a reasonable vocational chart. These men are out there for what we call "try-outs" of 60-day periods, during which time they are to be given work in various types of vocations, on the basis of which a vocation will be selected for them.

Mr. ROBSION. How much does he get a month for each soldier?

Mr. REID. $35 a month, I believe.

Mr. ROBSION. How many are there are out there?

Mr. REID. I have heard it estimated from 300 to 400. I don't know just how many.

Mr. ROBSION. That is something like $1,000 or $1,200 a month that that man gets.

Mr. REID. Mr. Bolen has a very favorable contract. He has a contract for a minimum of 150 men, regardless of how many are in there.

Mr. ROBSION. Is there any place in the law, or any instruction in the central office in Washington, whereby any person is authorized to pass upon the eligibility or the placement of a man who is not part of the staff or an officer of the board?

Mr. REID. I do not think there is anything definite. We always consider Mr. Bolen as part of our staff, although he is not. We always treat him as part of our staff, although he is not.

Mr. ROBSION. And the men that your board in Philadelphia can not pass upon, as you say, you send them over there to that school for this Mr. Bolen to pass upon?

Mr. REID. Yes.

Mr. ROBSION. And how long has Mr. Bolen had a contract like that?

Mr. REID. I think Mr. Bolen's contract began last fall, when he took over this new school and left the Pittsburgh public school building.

Mr. ROBSION. And on an average how many soldiers does he have there?

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Mr. REID. His minimum contract calls for 150 men. He very quickly got over that. Every effort was made to put the man out there, and it hasn't been necessary to make the effort since. Since then we have asked him repeatedly to expand, and he seems to be able to expand without a great deal of delay.

Mr. ROBSION. You say every effort was made to put men out there?

Mr. REID. We wanted to meet the minimum contract of 150.

Mr. ROBSION. And you say he has been able to expand right along?

Mr. REID. Yes; he has had no difficulty whatever about expanding. We had one notice from him that he was absolutely filled up.

Mr. ROBSION. What is that $35 per month for?

Mr. REID. That is for instruction in the various trades which the man is trying, and for the advice as to the occupation which the man should take up.

Mr. ROBSION. He doesn't get his board, does he?

Mr. REID. No.

Mr. ROBSION. He pays that outside of that $35 a month?

Mr. REID. That $35 a month is what we call the tuition charge.

Mr. ROBSION. Now, how many instructors do they have out there?

Mr. REID. I don't know.

Mr. ROBSION. Well, have you had any experience with the men who have been sent out there and have come away after 60 days?

Mr. REID. Very few come back to us. Very few come back to the Philadelphia office. In the first place they are mostly men from that territory, although if we have men from around Philadelphia that we must take care of quickly, as we did when the Spring Garden Institute receiving station was filled up, we send them out there. Most men who go out there stay there.

Mr. ROBSION. How do you mean—stay there?

Mr. REID. Mr. Bolen gives regular training courses as well as running this try-out school, and it seems that most of the men we send to him are adapted to these training courses which he gives. One time he had a particularly large machine shop, and then most of them took machine-shop work. He recently started a bookkeeping department, and now they are going to have a lot of bookkeepers out in Pittsburgh.

Mr. ROBSION. Well, what do they have to pay after this, after the end of the 60-day period?

Mr. REID. $35 a month.

Mr. ROBSION. And it so works out that the cases that you men who have been trained for that purpose can not pass on, when they get out to Mr. Bolen's school, they fit into his school and his course at $35 a month?

Mr. REID. A great number of the cases, yes.

Mr. ROBSION. Now you said he had a very favorable contract. Why did you use that expression?

Mr. REID. Because he has a minimum number contract of 150. At least that was his contract. Of course, we don't know much about contracts, and we know very little about that contract particularly, but as I have seen the contract at one time it read that way, a minimum of 150. So he got 150 times $35 regardless of how many he got there, and he got that pay until we ran him over.

Mr. ROBSION. And so this gentleman there is drawing from the Government something like $125,000 or $130,000 a year, if he holds up to 300?

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Mr. REID. Yes, sir.

Mr. ROBSION. Do you know how that contract happened to be made?

Mr. REID. I do not. There is much interesting talk around the office that our office is not responsible for it. It was made through central office.

Mr. ROBSION. What did you say?

Mr. REID. There is much talk—I have seen letters to the effect that our office recommended it, but I know Mr. Bolen has been down to the central office and he made final arrangements satisfactory to the central office.

Mr. ROBSION. What is the interesting talk around the office you hear about that condition?

Mr. REID. Well, just simply that, that he has a nice thing of it out there, but we are not responsible; we didn't do it.

Mr. ROBSION. So the Philadelphia office washes its hands of that matter?

Mr. REID. Yes, sir.

Mr. ROBSION. Although the Philadelphia office is the recruiting station, isn't it?

Mr. REID. Yes, sir.

Mr. ROBSION. Why did you, the Philadelphia office, want to shift the responsibility—or, I mean, to escape the responsibility of the contract?

Mr. REID. I don't know.

Mr. ROBSION. Don't you think it is a good thing?

Mr. REID. Do I personally think it is a good thing?

Mr. ROBSION. Yes.

Mr. REID. No, I personally do not.

Mr. ROBSION. And you think that it is a matter that should be severely criticized?

Mr. REID. I do not think any man outside of our organization, who is also running a regular training school, should pass upon the courses that a man is to take. I think either one of those factors should preclude him from passing upon the course the man is to take eventually.

Mr. ROBSION. Now you feel that a man to pass upon these boys and to select their vocational training for them, or their vocation, should be a man of reasonably broad education?

Mr. REID. He certainly should.

Mr. ROBSION. Reasonably broad in a business sense?

Mr. REID. Yes.

Mr. ROBSION. Sympathetic and with no self-interest to serve?

Mr. REID. Yes.

Mr. ROBSION. Now, with the Bolen situation; is he in shape to meet those conditions?

Mr. REID. I should say that outside of the fact that he may have a selfish interest to serve, he should be a pretty good man. But I am not very well acquainted with Mr. Bolen. I think I have seen him two or three times. I have never talked with him, and I can simply get second-hand opinions of him.

Would you like to know about our other receiving station?

Mr. ROBSION. Yes.

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Mr. REID. We have one in Philadelphia. It is very difficult to get men in there. Mr. Weaver once told me that he did not want to send men there because it was demoralizing.

Mr. ROBSION. You say it is difficult to get them in there?

Mr. REID. Yes, the office won't send a man there for a tryout if they can possibly find some choice or whim or anything on which they may put him in a regular training course.

Mr. ROBSION. What is the name of that place?

Mr. REID. That is Spring Garden Institute.

Mr. ROBSION. Is that a private institution?

Mr. REID. It is private. We, however, have our own coordinator there.

Mr. ROBSION. Your coordinator? What is he?

Mr. REID. The coordinator is the man who represents the Federal board in a school where we have men in training.

Mr. ROBSION. And how many men have you there at present?

Mr. REID. I don't know how many men are in there now.

Mr. ROBSION. How much is he paid?

Mr. REID. I think that is a $30 rate, but I am not sure. I believe it started out the same as Pittsburgh, on a $35 basis, with the understanding it was to come down to $30, or be reduced accordingly if circumstances warranted it. I believe the coordinator at Spring Garden got them to reduce from $35 to $30. I am not sure of those facts.

Mr. ROBSION. What does that school do for the soldier?

Mr. REID. I have never been to the school, and I have to base my opinion largely upon what others say. I should put great stress upon the statement of the supervisor of training, Mr. Weaver, whom I have just quoted, that we should not send men there, because it was demoralizing.

Mr. ROBSION. In what way was it demoralizing? What were the conditions there that make it demoralizing?

Mr. REID. He did not say. I judge that perhaps the group that is up there makes it demoralizing.

Mr. ROBSION. What group?

Mr. REID. We have a group of low-grade men there who constitute that undesirable portion of our men in training who simply want to be on the pay rolls. How much the demoralizing effect is due to the instruction or the lack of instruction I do not know.

The CHAIRMAN. The committee will finish with this witness, and then we will adjourn our meeting until a week from to-day at 10 o'clock in the morning.

The chairman is called to the Rules Committee, and it is necessary for me to leave. Mr. Dallinger, will you take the chair?

(Mr. Dallinger took the chair.)

Mr. ROBSION. Have you observed any of the men who came from this school there in Philadelphia?

Mr. REID. Yes; I have.

Mr. ROBSION. What was the effect of their training? What improvement, if any, have you observed?

Mr. REID. Perhaps the men that are brought more to my attention are those who have not improved; perhaps are not improvable; but there are a few who have been sort of hanging around the office; they

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have been in there a rather lengthy period, and they don't know what to do with them, and they just let them hang around.

Mr. ROBSION. That school in Philadelphia, is that rather a dumping ground for disabled soldiers?

Mr. REID. No; it is not, in that sense of the word, because they had an experience with making it a dumping ground.

Mr. ROBSION. They had what?

Mr. REID. They had one experience with making it a dumping ground.

Mr. ROBSION. Where was that?

Mr. REID. They simply got a lot of men in there and didn't know how to get them out. It is very difficult when you get a man of that type, for whom you can't make a recommendation, to finally get a recommendation that will satisfy him and get him to take regular training, as Mr. Weaver says, it is demoralizing. They have a nucleus of men that are not desirable there, and how much it is due to instruction or lack of instruction I do not know.

Mr. ROBSION. You mean they get in there and really there is no regular service that they can perform, and they become indifferent and want to remain there at that school?

Mr. REID. How much it is due to the instruction of the school I do not know. I have heard some of them say they like it; it is a nice easy job; they don't have to work too hard. But then that would be the statement of any man who has done physical labor and got into a school because they immediately let up on the physical labor.

Mr. ROBSION. How do you get them out of there?

Mr. REID. We get them out by making a recommendation for regular training, and until you can get a recommendation that satisfies the man, it is pretty hard to get him out. He refuses to go onto regular training unless he is satisfied, and if the school is nice and easy and doesn't require him to work as hard as regular training will, he may be inclined to stay in there if he is that type.

Mr. ROBSION. Now in the placement of men, what has been the experience of the Philadelphia office in that regard?

Mr. REID. What do you mean by "placing the men"?

Mr. ROBSION. Placing them with factories and business establishments.

Mr. REID. Placement training?

Mr. ROBSION. Yes.

Mr. REID. We have had a rather varied experience. The reaction on the part of the employers has varied. Some are quite willing and anxious to help and see the problem; others do not. I should say that our placement training work is not much training; it is more or less placing. I think a lot of our men who are doing that work don't have the training idea; they are just simply getting the men out on the job.

Mr. ROBSION. Do they get pay on those jobs?

Mr. REID. Sometimes they do; sometimes they do not. That is variable. They are allowed to accept pay.

Mr. ROBSION. How much pay?

Mr. REID. I don't think any limit has been set. At one time we did not allow them to accept, and we refused their training pay to the extent that they did get paid from the employers, but that created quite a disturbance and we changed that regulation. Now, while

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there is no definite regulation, I believe that the idea is to keep them from getting their training pay plus the sum they receive from their employer a sum that would be greater than what they earned when they finally went into the regular job basis. The idea of that is to keep the men from wanting to stay in training because of the financial gain. I don't think there is any hard and fast law or accepted rule in regard to that.

Mr. ROBSION. Now, in your Philadelphia office, do you have catalogued lists of the places where men can secure places for training?

Mr. REID. No, sir; that is largely in the hands of the individuals. He goes around and finds his own place. And I might say in regard to the institutional training, it is about the same thing, if a new man came into the office to-morrow he would have to go around and hobnob with everybody else in the office and find out where the opportunities were.

Mr. ROBSION. I don't know that I understand you. You mean that there is no system there for finding places for the soldier?

Mr. REID. No, there is no system, referring particularly to the training section where it could be catalogued, because a school is there every day in the week, you know, and his tuition charge is the same, and the course is the same. We don't have any real system of that. When I first went into the training section to do this work of writing recommendations, I asked Mr. Weaver where this information was, and he said, "There is a little over here, but it is largely around in the heads of the various men," and it is still in the heads of those men, and if those men go every so often we lose an opportunity because somebody else doesn't know about it.

Mr. ROBSION. There ought to be some system about that, ought there not?

Mr. REID. I should think so; yes.

Mr. ROBSION. So that the department—that feature of the work is run in a haphazard manner?

Mr. REID. Yes, sir; quite.

Mr. ROBSION. And they do not follow up—when a man gets a place do they follow him up and take care of that situation?

Mr. REID. You mean the institutional training?

Mr. ROBSION. Yes.

Mr. REID. We didn't start our follow-up system until February. Then we devised the formal working of it, and there is very little follow-up work being done now. There is some being done spasmodically, but nobody is giving his full time to follow-up work.

Mr. ROBSION. I have gathered from what you said that that Philadelphia office in practically all of its branches is being run in a slipshod and haphazard manner. Is that true?

Mr. REID. It is.

Mr. ROBSION. Well, that is a serious condition, isn't it? Considering not only the amount of money involved, but the welfare of the disabled soldier? That is a serious and very bad situation, isn't it?

Mr. REID. It is. Might I emphasize another thing—unless you have a question?

Mr. ROBSION. Yes.

Mr. REID. Our training does not recognize that we are dealing with an abnormal group. Our group is abnormal because of physical disabilities. They may be due to loss of limb or systemic.

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Mr. ROBSION. Or a mental state?

Mr. REID. They are abnormal mentally. Our men are not really capable of going to regular schools in many cases. They can't make progress; they get discouraged and quit; and I don't think we will ever take care of a very large group of our men without special schools.

Mr. ROBSION. Now, Mr. Reid, when a soldier's case is finally passed upon and it is decided that he has the major vocational handicap, what action is taken by the Philadelphia office? Do you notify him to come on in now and take training, or urge him to come in and take training?

Mr. REID. After eligibility has been passed upon, or after his training has been approved and the whole course laid out?

Mr. ROBSION. Well, his eligibility, wherever that information ought to be given.

Mr. REID. You mean when the training is ready for the man?

Mr. ROBSION. Yes.

Mr. REID. We advise him that the training has been approved, and at the same time we advise the institution that we have such a man, and we tell the man that his entering training will depend upon the institution accepting him.

Mr. ROBSION. And you give him to understand that your action is final and can not be set aside or vacated?

Mr. REID. No; we merely tell him action has been taken, we don't say it can not be changed.

Mr. ROBSION. What percentage of the men respond to that notice?

Mr. REID. I don't know what percentage respond.

Mr. ROBSION. Have you any information or idea about that?

Mr. REID. No; I have not. I should say that a fair percentage respond at that stage of the game, because by the time it has gotten that far, they have probably been in hurrying the case up.

Mr. ROBSION. But is there any time in this process between the time of application and final action that is specially discouraging to the disabled soldier?

Mr. REID. Well, I judge it is discouraging all along the line, his having to wait and getting no definite statement as to his status.

Mr. ROBSION. From the time the application is first made until the final decision, what would you say would be the general average time?

Mr. REID. I don't know. It varies so you could never get a real figure there without making quite a statistical study.

Mr. ROBSION. Do a great many of them run several months?

Mr. REID. Yes.

Mr. ROBSION. Now, you made some suggestion about that a committee or subcommittee to go to the Philadelphia office and investigate. Investigate along what line? What should we see and know if we got there?

Mr. REID. I think you should take with you men who are trained educators along this line, and business men who are trained along this line, who are doing this sort of work, and make a study of the personnel, and make a study of the case records. The case records are there; they will speak for themselves. They show the dates that can not be changed. That alone would show you what is being done so far as the length of time it takes is concerned. That is very definite. There are papers in the case to show by dates just what has been done. So far as personnel is concerned, any member of

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this committee would be perfectly capable of passing upon the general aspect of the personnel. As to their particular technical qualifications I believe you would want the assistance of others who had specialized in that work.

Mr. ROBSION. You would want an executive or business manager to know whether the system was a good business system or not?

Mr. REID. Yes, sir; the office system.

Mr. ROBSION. And you have a degree from the University of Chicago?

Mr. REID. Yes; I have.

Mr. ROBSION. Is that a doctor's degree, or what?

Mr. REID. A bachelor's degree in philosophy.

Mr. ROBSION. How old a man are you?

Mr. REID. Thirty.

Mr. ROBSION. Have you had training in any other schools?

Mr. REID. No, my training was rather out of the ordinary, I suppose. I was graduated from the manual training school in Philadelphia, the Central Manual Training High School, and I did not go to college; I tired to find out what I wanted to do. I spent about seven years trying to find that out, and I think I worked at about everything you can work at in every part of the country, and finally I got very much interested in vocational guidance, and after talking it over with friends they said if I really wanted to do anything with it I would have to get a real background, so I quit my job and went to the University of Chicago and studied with that in view.

Mr. ROBSION. How long were you in the University of Chicago?

Mr. REID. I was there three years. I did my four years work in three by carrying extra subjects and working in the summer.

Mr. ROBSION. And you feel that the manual training course that you took in Philadelphia aided you in this work that you are now doing?

Mr. REID. Undoubtedly it did. It aided me not only in this work, but it aided me in observing other things in the course of my own industrial experience, and my general education had developed during that time.

Mr. ROBSION. Now, you say you worked at a great many things. What did you work at?

Mr. REID. I began with telephone work, maintenance, assistant wire chief, when I left there. Then I have been studying civil engineering by correspondence, and I went down in Texas and worked at that, first in the office of the chief engineer, then out on construction; and for various reasons I decided that engineering was not the thing that I wanted, and I went out to San Francisco and worked, first in a bank.

Mr. ROBSION. In what capacity?

Mr. REID. As a bookkeeper. Then I worked on the waterfront, on the docks.

Mr. ROBSION. In what capacity?

Mr. REID. As a dock clerk, directing loading, discharging ships and delivering freight. Then I went with a firm as advertising and selling agent, which I have made rather a study of.

Following that I went into Y. M. C. A. work for about six months. That I followed by college work, and then I was selected as employment manager of a large hardware concern

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Mr. ROBSION. What did you do after you left Chicago University?

Mr. REID. I became an employment manager. I went in to organize the employment department.

Mr. ROBSION. Where was that?

Mr. REID. In Chicago.

Mr. ROBSION. With what success?

Mr. REID. Why, I think I had success. You might write back and ask the general manager of the company if he thought I had success.

Mr. ROBSION. What did you do in that Chicago venture? What was the nature of the work there?

Mr. REID. Which do you mean, the employment work?

Mr. ROBSION. Yes. You found situations and employment?

Mr. REID. I first went through the whole plant studying the thing. I went in as a worker, not as employment manager. I merely came in as a man who had just been hired and went through, working at every occupation there was in there to get an idea of the firm's business.

Mr. ROBSION. What were they doing there? I didn't get that.

Mr. REID. It was a wholesale hardware firm.

Mr. ROBSION. What is the name of it?

Mr. REID. Hibbard, Spencer, Bartlett & Co.

Mr. ROBSION. And to what position did you attain in that?

Mr. REID. As I say, I worked through all these routine jobs to find out what the processes were, and the type of men they used; then I worked through the timekeeping to get that aspect of the work, and then I became employment manager.

Mr. ROBSION. Does Mr. Fuller know that you were coming over here to testify about the Philadelphia office?

Mr. REID. I told Mr. Fuller yesterday that I had received a telegram to come down here this morning.

Mr. ROBSION. What did he say about it?

Mr. REID. I don't think he said anything, except "all right," or something to that effect. I don't remember his words.

Mr. ROBSION. What effect do you think your appearing here and testifying and condemning the Philadelphia office will have on your position?

Mr. REID. I don't think it will affect my position. I have a civil service rating. I think that it could be made rather uncomfortable for me, but it is rather uncomfortable for me, anyhow.

Mr. ROBSION. Do you think you will be writing procedure in the next 30 days? [Laughter.]

Mr. REID. No; I am quite sure I will not.

Mr. ROBSION. Well, what are the relations between you and Mr. Fuller? Would you say that they are pleasant or unpleasant?

Mr. REID. They have not been pleasant recently, because when this thing got so acute I went and told Mr. Fuller frankly what I thought of the whole office. That is my way of doing business. The first time he was very pleasant, and said nothing, but just let me talk.

Mr. ROBSION. How long has that been since you told him that?

Mr. REID. I don't remember the exact date. It was just a short time before the Evening Post took up this discussion. Perhaps I can tell you from data I have here. It was the latter part of January or early in February. I don't remember just the date.

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Mr. ROBSION. Did you submit your criticisms in writing?

Mr. REID. No; I told him that I had some things that I would like to talk over with him if he would give me the time, and he said "yes." A few nights later I asked him if he would make a definite appointment when I could speak to him after office hours, and he said "Come on down," and I did, and we talked it over that evening.

Mr. ROBSION. How long did it take to discuss that?

Mr. REID. We probably spent about an hour and a half or so—perhaps less.

Mr. ROBSION. Did Mr. Fuller agree or disagree with you?

Mr. REID. Mr. Fuller quite decidedly disagreed with me. He agreed with me in some respects. He agreed that certain things that we were doing really were being done, but he pinned his faith in the future that we would remedy conditions that did exist; other conditions he said did not exist; that I did not have the proper viewpoint, and if I understood better I would not criticize things.

Mr. ROBSION. In other words, he intimated that your conception of affairs there was due to your ignorance?

Mr. REID. No; he made no statement like that. He just said it was lack of information, that I didn't understand.

Mr. ROBSION. That you didn't understand. That was attributable to your ignorance of the situation, wasn't it?

Mr. REID. I guess so; yes.

Mr. ROBSION. What has been Mr. Fuller's attitude toward you since then? Has it been warm and cordial, or somewhat chilly?

Mr. REID. Perfectly neutral. Mr. Fuller has good common sense. He is not so foolish as to carry on a quarrel like that.

Mr. ROBSION. You have not reached the point like they do sometimes down in Kentucky and Massachusetts, where you won't speak when you meet? [Laughter.]

Mr. REID. No; we always speak. In fact, I think he is a little more cordial to me than the others, and I think I am the same to him. We are both trying not to be little about it, I think.

Mr. ROBSION. Now you say that any man that is put into training ought to have compensation, and I agree with you. What would you think it would cost the Government to do that?

Mr. REID. I haven't the figures. I believe you can get better figures from other sources.

Mr. ROBSION. Is there any other thought that you have in mind that would aid the committee or Congress in making the work more effective and will enable us to in a fuller sense repay the debt of gratitude that we owe the disabled soldiers of this country?

Mr. REID. I think that in what I have already said I have included practically everything. If you want more evidence, more specific instances, I will be very glad to cite various things. I know this committee has been sitting long and it is weary, and I am not going to burden you. You have had a lot of evidence.

The particular thing I came down here for was to let you understand that district 3 was much in the same condition that other districts were; that you were not up against a purely local proposition in the New York office, and that in making your improvements you should include our district, and if Mr. Fuller's statement is correct, I think you will have to include them all.

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Mr. ROBSION. If what?

Mr. REID. If Mr. Fuller's statement is correct that the Philadelphia district, district 3, is in most respects in better shape than the other districts. Mr. Fuller based that statement in our conversation on the fact that he had been in all of them.

Mr. ROBSION. And you classify district 3 as a favorite?

Mr. REID. I would; yes.

Mr. ROBSION. According to Mr. Fuller's statement, it stands up a little better perhaps than the other districts?

Mr. REID. Yes, sir.

Mr. ROBSION. If both of you are correct, then the whole thing needs renovating, doesn't it?

Mr. REID. Yes, sir.

Mr. ROBSION. Do you see any immediate chance of improvement in the Philadelphia office?

Mr. REID. No; I do not.

Mr. ROBSION. When you men ask for incompetent men to be removed and you point out to the head of that district the defects and the shortcomings, and no action is taken, you have very little hope of improvement under the present conditions?

Mr. REID. Very little.

Mr. ROBSION. That is all.

Mr. DALLINGER. I would like to ask you one or two questions, Mr. Reid, brought out by what you have testified to in response to Mr. Robsion's question.

Who is responsible for the training and the follow-up work of the 25,000 on the cases in the Philadelphia office?

Mr. REID. That responsibility is really divided between two men. The supervisor of training will be responsible for the men in training in institutions and the supervisor of placement for placing the men in training in jobs.

Mr. DALLINGER. Who did you say the supervisor of training was?

Mr. REID. The supervisor of training is now Mr. Holloway.

Mr. DALLINGER. What are his initials?

Mr. REID. J. B. Holloway, who recently succeeded Mr. Weaver.

Mr. DALLINGER. Is he directly responsible to Mr. Fuller?

Mr. REID. He is directly responsible to Mr. Fuller.

Mr. DALLINGER. As I understand it, Mr. Fuller is held responsible by the central board at the Washington office for the proper placement and training of all boys that apply for training at the Philadelphia office?

Mr. REID. He is.

Mr. DALLINGER. Then if, as you say, between 300 and 400 boys have been sent out to this private institution at Pittsburgh which is owned and managed by this Mr. Boland that you speak of, and those boys are left there without any follow up, you would tell the committee that Mr. Fuller is responsible for that situation?

Mr. REID. Yes; he is. May I just make a slight correction there? You say without any follow up. I mean to say there is no man on the ground there, nobody who to any extent criticizes his recommendations. We merely have the follow up to see that we do get a recommendation. At one time I was responsible for criticizing Mr.

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Boland's recommendations. That was when the work first started. I was too critical and was severely criticized myself for being so. I criticized his work on the basis that he was not in touch with our work as a whole and made his recommendations without such knowledge. That was just before I went on sick leave for my operation and when I came back I no longer went on that job.

Mr. DALLINGER. As I understood you to say there was not any member or employee of the district office at Philadelphia or so far as you know the central board at Washington, located at that private institution at Pittsburgh to see that those boys got the training which you intended they should have?

Mr. REID. So far as I know, that is the case.

Mr. DALLINGER. I understand you want to leave the testimony this way, that the future of these 350 odd boys who are at that private institution on in Pittsburgh is left entirely in the hands of Mr. Boland who is not any way employed by the vocational board?

Mr. REID. That is true, only don't make the number so high because that 350, as I said, will include both the group in try-out and the group in regular training and before a man is put in for regular training we first give him what should be a try-out.

Mr. DALLINGER. I thought you said most of them stayed there and did not come back?

Mr. REID. I said most of them who are sent for a try-out.

Mr. DALLINGER. In line with Mr. Robsion's suggestion, have any of the boys that were sent out there who have finished their probationary period of 60 days and stayed there, have any of them completed their course?

Mr. REID. None of whom I know. Mr. Boland's recommendations are generally for a two-year period.

Mr. DALLINGER. Do you know whether any of these boys have finished their course of training at that private institution and been placed in their employment?

Mr. ROBSION. Have more than 350 boys started and more than that altogether were sent there?

Mr. REID. Yes; there has been a turnover because some were sent outside.

Mr. DALLINGER. Do you know how many are sent there altogether?

Mr. REID. No; that is not my work to reckon and I would not have figures on it.

Mr. DALLINGER. Have you reason to think or do you know of your own knowledge of any complaint of any of the boys who have been sent there to be tried out or to take training?

Mr. REID. No, I have heard that. Some men have refused to go, local men. I have heard some of them asked for transfers because they were not satisfied. Let us be fair on this other question. Have any men finished? We have had hardly much time to have completed the courses with the men who have gone through there. We want to be fair and not hold him responsible to see that the local men have finished.

Mr. ROBSION. Does not 60 days bar out a good many?

Mr. REID. Yes, I was recently given a list of 15 men who had been out from last August and had been reported on by Mr. Boland as given a try-out status. I just succeeded in getting the last one into

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regular training status two days ago. They had been put in there at periods varying from July and August. It was quite a shock to me. I knew things were slow. Most of the men do not get through in 60 days and I should not believe anybody could get a try-out in that long a time.

Mr. DALLINGER. What system of checking up have you in the Philadelphia office to keep track of what boys you send out there, as to whether they are still in school, whether they have left or gone out on account of sickness or something of that kind or whether they are really taking the training, except the bill that is sent in by Mr. Boland?

Mr. REID. We have no direct check. The only check would be Mr. Boland's bill, and when he would return pay checks that were due the men which they did not receive. I have heard of men being in hospitals over two months and Mr. Boland sending a check over to them. We have no direct check in regard to attendance at any of our places.

Mr. DALLINGER. Then it would be possible in your opinion for boys to have been sent out there and the bill go into the office monthly for the tuition of those boys recommended by Mr. Boland when those boys would not be taking training at all?

Mr. REID. Quite possible.

Mr. DALLINGER. I think that is all. Mr. Reid, if you have not already received your voucher or check for expenses, you will see the clerk.

Mr. REID. Would you care for some more, because I am perfectly willing to stay as long as anybody else does.

Mr. DALLINGER. No——

Mr. REID (interposing). We have covered it, then. I would like to tell one thing about a training institution that we developed up there. I thought we needed training for low-grade agriculture men, something like the Botanical Gardens scheme. Mr. Du Pont very kindly turned over the estate, Longwood, to the board as a reconstruction school from a physical viewpoint for men who were not ready to go into training because they were still convalescing, and we were allowed to send down there and he kept them there at his expense. Later we turned that into an agriculture school, as I say, for the-low grade type. There have been claims that he did that because Mr. Du Pont felt the thing was no longer of use and the man in charge was afraid he would be out of a job, and asked to make a school out of it to save his job.

An osteopathic physician was in charge who had an osteopathic assistant, and added one teacher to the staff. The original contract for that was on a basis, I think, for 35 men. It is a straight contract for 35 men, no more and no less. I understand the central office refused to sign it. Whether it got through or not I do not know. The men went out there and came back and it was a regular shuttlecock of men going out and coming back; they did not want it. They had nothing to offer them. The men often complained that the instructors made a man carry ashes out of the cellar and one of them said he had to build a snow man for one of the instructor's wives who had not been in the snow country before.

Mr. ROBSION. Who had not been?

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Mr. REED. Perhaps some of those complaints were petty. She came from Texas and had not been in the snow country before. That is rather interesting. They charged these men $46 a month for board.

Mr. ROBSION. How much for tuition?

Mr. REID. I think the tuition was $35. I am not sure of that.

Mr. DALLINGER. It was $46 a month for board?

Mr. REID. It came out of the men's pockets. The men objected to it and were kept in the house and they did not have any heat outside of the living room, had no quarters, no recreation, except this one room.

I do not think the men complained of the food. I believe they got good food. I believe there were no textbooks and that the class studied without getting any textbooks.

That was ordered later. The man in charge of that work reported on it. We also got our reports from outside sources. He was ordered to reply to that outside source in such a way as to practically tell them to mind their own business. These men complained, many of them coming in droves, coming in groups and committees and one and two at a time. As a reward for zeal this man was very quietly displaced. He was not given any formal notice until he was told by the man who displaced him that he was a subordinate and he could act accordingly and when he went there and asked it was given him in writing. That was the first. Things got so bad and the new man who replaced him had no better results.

Finally a representative of Du Pont came in together with the head of the school and they had quite a session in the office. These things were going to be changed. I believe at the conference Du Pont's representative claimed that the board had not been doing its part. Mr. Du Pont was not seeking to make money out of the school, and was willing to do the right thing and the board had not assisted the development of the things there.

Mr. DALLINGER. Is that institution still running?

Mr. REID. That institution is going out of business. They have asked to withdraw our men. They were unsuccessful in making it worth while. That is an instance of where we tried.

Mr. DALLINGER. Who was responsible for this being kept up?

Mr. REID. The supervisor of training. He made a contract, at a minimum basis, as the head of the agriculture section. Mr. Weaver was the head. Mr. Holloway succeeded him.

Mr. DALLINGER. Mr. Weaver was responsible for sending men there and keeping them there in spite of the conditions of which you speak?

Mr. REID. Yes.

Mr. DALLINGER. Do you know of any other cases of men being sent to private institutions for instruction except the case of Mr. Boland's school at Pittsburgh?

Mr. REID. Yes; quite a number of them are going to private institutions. I can give you an interesting subject there for discussion. We have quite a number of men who want watchmaking, engraving, and jewelry training. We were rating a school in Lancaster as very good and sent men there, and a similar school in Philadelphia was declared not sufficiently high grade. But when we filled up the Lancaster school we sent men to the Philadelphia school regardless.

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Mr. DALLINGER. So men are being sent to this private institution in Philadelphia where the standard is not considered?

Mr. REID. Where we did not consider the standard at one time as good as the work we wanted.

Mr. DALLINGER. Do you think that the standard is high enough now?

Mr. REID. I do not know.

Mr. DALLINGER. Are men still being sent there?

Mr. REID. No; they are not still being sent there. We have filled the school up and can not send any more.

Mr. DALLINGER. Do you know of any other private institution, with the exception of the one of Mr. Boland's in Pittsburgh, and this botanical garden or farm that you have testified to, where men have been sent and have been kept where, in your opinion, the conditions are not such as they should be?

Mr. REID. No. I do not at this time recall any such school. I have heard whispers, but I would not want to base any statement on them. I am not in touch with that. I will tell you frankly I am being put where I am not in touch with things. I will say that my work as officer in charge of the assembly depot has led me to believe that we made a sad mistake there when we guaranteed the school 1,000 men.

Mr. DALLINGER. What school is that?

Mr. REID. We call it the assembly depot, the place where we receive men and hold them temporarily until we can arrange for their regular training.

Mr. DALLINGER. Is this a private institution?

Mr. REID. No; you would not call it a private institution because while it is connected with the church still it does receive certain public funds and it is not a commercial proposition. That is a distinction we want to make.

Mr. DALLINGER. I was trying to get from you any other institutions of a commercial nature.

Mr. REID. We are sending them there. There has been some question. I remember we sent them to the Sweeney Automobile School, and it took us a long time to find that the Sweeney Automobile School was not giving the men the work.

Mr. DALLINGER. You said something about some public institution where you said there was 1,000 men, where they were trying them out.

Mr. REID. We told them that we would get them 1,000 men from the assembly depot. And let me explain the assembly depot. When the matter was put up to me, where to get 1,000 men, I was told to organize the problem by getting men in and taking charge of the work, and I told them I could not say but what some would think we were raising false hopes for these people in order to get them to put it over. I was not allowed to do anything more than take care of the office problem, was not allowed to, not allowed outside or to make any arrangements, so I did not feel that I was much of a factor in doing it. I tried to develop some things, but we just didn't develop them.

Mr. DALLINGER. Is there anything else that you have not already testified to which you think it is important the committee should know?

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Mr. REID. In sending out important letters for the eligibility squad up there, I was told to take immediate action and told that men who have been declared eligible they could go to the assembly depot while we are arranging their regular training. These two groups went elsewhere. I had been previously working on these school matters for experimental purposes and taking care of some immediate needs and devise some letters, but these were revised and totally changed. I was not given a definite expression. I would say, that man seems eligible for training. Mr. Fuller would say, no, I am not sure of that. Is that correct? There was nothing definite; don't go on record for fear you are wrong. Mr Fuller admitted that the eligibility squad work was not correct. In fact, among the eligibility squad, it was never definitely decided whether A meant one thing, or whether C meant another thing. But different procedures had been devised and meanings given to these letters and they got mixed and some members of the squad got one and some the other, so that made it rather doubtful as to whether the audit was correct as made by the eligibility squad, but we had the letters so we practically said to a man, we have something here for you.

You are asking me for specific cases. I will give you a record of one who was in training a year before he received any pay at the school and before the school received any tuition.

Mr. DALLINGER. What school was that?

Mr. REID. A special institution, the Pennsylvania Institute for the Deaf and Dumb.

Mr. DALLINGER. The school had not paid them for a year?

Mr. REID. About a year.

Mr. DALLINGER. The man did not get any pay?

Mr. REID. That was partly due to the system at the beginning, but later it was through neglect.

Here is a telegram which may interest you in regard to the school at Pittsburgh, addressed to Mr. Fuller:

"We are taking over a small building February 1, which will accommodate about 100 men in drawing and elementary commercial work."

You are asking how they could expand the school That is how they could expand it.

Mr. DALLINGER. Will you give us the name of that deaf and dumb case that you spoke about?

Mr. REID. I can not think of his first name. I think it is Russell Emory.

Mr. DALLINGER. Will you also repeat the full name of the school and where located?

Mr. REID. The Pennsylvania Institute for the Deaf and Dumb. It is located in Mount Airy, a suburb of Philadelphia.

Mr. ROBSION. Is there any trouble in any way with this deaf and dumb school other than what you have stated?

Mr. REID. No; they are doing a nice fine work for us. I happened to go out there once to get some facts as to the accounting. I was more or less interested in that part of the work.

Mr. ROBSION. What about the school for the blind in Philadelphia?

Mr. REID. I know nothing about that. I do not even know that we have blind cases, if we do. It is all referred to Mr. Burritt.

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Mr. ROBSION. You say that a certain number of men were guaranteed for the botanical gardens or a farm outfit?

Mr. REID. The original contract was made on that basis. I heard later that the central office had refused to sign it.

Mr. ROBSION. You further state that you understood that men were sent out there that ought not to be sent in order to bring up the required number?

Mr. REID. Yes.

Mr. ROBSION. Well, nothing could be done hardly any worse than that, and it seems that ought not to be done just to bring the number up to fill the contract.

Mr. REID. It was not fair to the soldier.

Mr. DALLINGER. We are obliged to you for your statement, Mr. Reid.

(Thereupon, at 4.15 p. m., the committee adjourned to meet again at 10 o'clock a. m., Friday, Apr. 23, 1920.)

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COMMITTEE ON EDUCATION,
HOUSE OF REPRESENTATIVES,
Friday, April 23, 1920.

The committee met at 10 o'clock a. m., Hon. Simeon D. Fess (chairman) presiding.

The CHAIRMAN. Mr. Littledale, I understand you have some additional matter you want to present.

Mr. LITTLEDALE. Yes, sir.

The CHAIRMAN. We will hear you at this time.

ADDITIONAL STATEMENT OF MR. HAROLD LITTLEDALE, OF THE NEW YORK EVENING POST, NEW YORK CITY.

The CHAIRMAN. You may make such statement, Mr. Littledale, as you desire.

Mr. LITTLEDALE. Thank you. In the charges against the Federal Board for Vocational Education several references were made to documents. These have not been placed in evidence, and it seems fitting that they should be included in the record at this stage. These documents are quite short and will only fill a few pages of the record. With the permission of the board, I will read from two, of which I have only one copy each, and simply submit the others and ask that they be put in the record at this point.

In the hearings in connection with the second deficiency appropriation bill, 1920, Sixty-sixth Congress, second session, occurs the following:

Page 954:

The CHAIRMAN. Do many of them discontinue the training before the prescribed courses are finished?

Mr. LAMKIN. Approximately 10 per cent of them.

Page 964:

Mr. LAMKIN. Our figures show that about 30 per cent of the men have not yet accepted after they have been notified.

Page 966:

Mr. MUNROE. Yet, on the other hand, during the spring the hospitals, in which there are still some 18,000 or 20,000 men, will be emptying pretty fast, and we will be getting those men whom we have not touched at all yet.

Mr. ROBSION. What is the date of that hearing?

Mr. LITTLEDALE. I have a copy here, sir. I think it was in January, 1920. This is the actual hearing, and I think it was on January 17, 1920.

The CHAIRMAN. Was it before the Appropriations Committee?

Mr. LITTLEDALE. Yes, sir.

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In the regulations for district offices in the administration of the vocational rehabilitation law, effective August 1, 1919, and superseding the code, amendments to the code, and certain circular letters mentioned therein, issued by division of rehabilitation of the Federal Board for Vocational Education, Washington, D. C., is contained the following August rulings, of which mention has been made:

I. RECORDS AND RETURNS.

900 Form 535 is official notice that the man has been a member of the military forces of the United States and that he is separated therefrom.

901. Form 77–B, revised, will be sent to the district vocational officers only in the case in which the man is being considered or recommended for training under section 3 of the law.

902. When the district office assists the man in preparing his application for compensation, Forms 504 and 526 must be sent directly to the bureau and the covering letter must be over the man's own signature.

903. Form 215, revised, supersedes Form 144. This form whenever it contains the address of the man to whom it refers will be forwarded to the district office in which the man resides.

904. Survey Form 502, revised, shall be forwarded to central office as soon as possible after contact has been established with the man, but not until the district office has been able to secure the information required in the form. Note that this form must be signed by the man himself. It should not be held in the district office until the recommendation for training on Form 503 is prepared. If the man's signature be illegible and likely to create confusion, the district office should typewrite the man's name under his signature.

905. Recommendation for training Form 503 should be forwarded to the central office as soon as completed.

906. Form 538, covering proof of dependency, should be forwarded to central office as soon after the man is put in training as the district office can secure the required affidavits on the form.

907. Form 107, revised (2), must be sent to central office within three days after the man has commenced his course or has been placed in a receiving station. Seven copies shall be prepared by the district office. The original and five carbon copies, all duly signed by the district vocational officer, shall be forwarded to central office; the remaining carbon copy is to be retained in the man's file in the district office.

908. Form 107–a, revised, shall be forwarded to central office whenever there is any change of the status of a case in training or in receiving station, either as to address of man, change of course, change of institution, or change of payment. Seven copies shall be prepared by the district office. The original and five carbon copies, all duly signed by the district vocational officer, shall be forwarded to central office. The remaining carbon copy shall be retained in the man's file in the district office.

909. Form 107–b, revised, shall be forwarded to central office whenever a course of training is completed, or is discontinued for a period exceeding 30 days. Seven copies shall be prepared by the district office. The original and five copies, all duly signed by the district vocational officer, shall be forwarded to central office. The remaining carbon copy shall be retained on the man's file in the district office.

910. In Appendix 12 will be found sample contracts of each of the types referred to in section 540. These sample contracts are to be used as a basis in formulating contracts for instruction.

911. The pay roll on Form 528 shall be prepared in the district office for every man in training during the month for which the form is forwarded and shall be sent in triplicate to the central office in time to reach central office not later than the 25th of the month for which the form is prepared.

912. The daily report on Form 18 shall be kept in every district office as a record of daily action on all cases handled in the district office. The summary of the daily reports shall be made at the end of each week on Form 519 and forwarded to central office not later than Monday following the Saturday for which the report is made.

913. Form 190, requisition for supplies, shall be used in making requisitions on central office for all printed material. Form 190–a, receipt for supplies, shall be used in acknowledging receipt of such supplies. Three copies of Form 190 and one copy of Form 190–a shall be prepared at the same time, and two copies of Form 190, signed by the district vocational officer, together with one copy of Form 190–a, shall be forwarded to central office. The remaining copies shall be retained on file in the district

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office. Form 190 should be numbered serially for purposes of ready reference. When shipment is made from central office, Form 190–a, showing what was shipped, will be returned for the signature of the district vocational officer on a notation of the date of receipt of material at the district office. When the shipment received has been checked, Form 190–a should be returned to central office as a receipt for the shipment.

914. Covering letters accompanying standard forms are not necessary unless some specific variation on the form is indicated, or special attention is to be called to some particular item in the form. The forms transmitted should carry the date of transmittal. A simple dating stamp may be used. A copy of the form instead of covering letter should be retained for record in the district office.

The documents, which I will not read but which I submit herewith and ask that they be put in the record at this point, are the following:

EXHIBITS.

Exhibit A. Carbon copy of letter of January 31, 1920, to James P. Munroe from C. McD. Puckette, managing editor of the Evening Post.

Exhibit B. Letter of February 4, 1920, from Uel W. Lamkin, chief of division of rehabilitation to James P. Munroe in reference to information requested by the New York Evening Post.

Exhibit C. Telegram of February 6, 1920, from Mr. Lamkin to the New York Evening Post.

Exhibit D. Supplement to second hearing, sundry civil bill, 1920; pages 19, 50, 68, and 89.

Exhibit E. Hearings before the Committee on Rules on appointment of a committee for investigation of the Federal Board for Vocational Education; page 5.

Exhibit F. Instructions No. 90, marked paragraphs, 2 and 7.

Exhibit G. Copy of letter dated January 23, 1920, from chief of division of rehabilitation to all district vocational officers; marked paragraph, 4.

Exhibit H. The letter of February 2, 1920, from chief of division of rehabilitation to all district vocational officers.

Exhibit I. Editorial from Providence Journal, Providence, R. I.

Exhibit K. Circular from Federal Board for Vocational Education in reference to mayors of the country.

Exhibit L. Circular No. 262.

Exhibit M. Telegram from Mr. Morrison, president Civil Service Commission, to New York Evening Post, dated February 13, 1920.

Exhibit N. Letter from S. E. Farwell to Joseph Furphy.

EXHIBIT A.

JANUARY 31, 1920.

JAMES P. MUNROE, Esq.,
Vice Chairman Federal Board for Vocational Education,
Washington, D. C.

DEAR SIR: We have been going over the papers relative to the Federal Board for Vocational Education, and H. A. Littledale of our staff expects to be in Washington Wednesday, February 4, or Thursday, February 5. He would very much appreciate an interview with you at that date. Could you not have ready for him data on these points?

1. Figures for Nation and New York district as to number of—
   (*a*) Applications for vocational education to date.
   (*b*) Cases approved to date.
   (*c*) Men with pay in training to date.
   (*d*) Men without pay in training to date.
   (*e*) Men self-placed to date.
   (*f*) Men trained and placed by board to date.

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2. Number of employees and aggregate salaries of central office for June, 1919; for July, 1919; for January, 1920. (If the latter are unavailable, then figures for December, 1919.)

Number of employees and aggregate salaries of all districts combined for June, 1919; July, 1919; and January, 1920. (If the latter are unavailable, then figures for December, 1919.)

3. Number of hospitals in which board had representatives in June, 1919; July, 1919; December; 1919, or January, 1920.

Very truly, yours,

C. McD. PUCKETTE, *Managing Editor.*

EXHIBIT B.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION FOR DISABLED
SOLDIERS, SAILORS, AND MARINES,
Washington, D. C., February 4, 1920.

From: Chief Division of Rehabilitation.
To: James P. Munroe, vice chairman Federal Board for Vocational Education.
Re information requested by the New York Evening Post.

1. I herewith submit for your information reports covering the questions asked by the New York Evening Post in their letter of January 31, 1920.

UEL W. LAMKIN,
Chief Division of Rehabilitation.

Using the No. 519 report as a basis for the following figures, we are able to submit data requested as of January 17, 1920:

Nation.

Total registration of names, including duplicates, for investigation	209,827
Cases approved by central office	37,575
Cases in training under sections 2, 3, and 6	24,563
Training begun	26,976

District No. 2.

Total registration by names, including duplicates, for investigation	29,816
Cases approved by central office	4,822
Cases in training under sections 2 and 3	3,013
Training begun	3,720
Training completed	44
Training completed and employment entered upon	43
Employment deferred until future date	1

Recapitualtion of District No. 2 figures as shown by eligibility squad.

Total registration	31,191
Reduced by eligibility squad action to an active load of	16,041
Previously approved for training	1,210
In training	3,199
Total additional approved eligible for training	1,831
Total number doubtful	5,982
Number declared ineligible for section 2 training	1,913

Remainder of cases of the 16,041 can be accounted for by "Training completed," "T. B.," "Mental," and "Sick."

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Number of employees and aggregate salaries of central office for June, July, and December, 1919.

	June.	July.	December.
Central office employees	469	809	1,067
Aggregate salaries	$48,935.48	$74,222.16	$118,055.12

District office employees and aggregate salaries, 1919.

District No.—	July.		Average for July, August, September.		December.	
	Number of employees.	Salaries.	Number of employees.	Salaries.	Number of employees.	Salaries.
1	90	$12,105.44	104	$14,839.35	128	$15,922.83
2	212	27,672.68	258	30,564.16	336	38,579.82
3	80	11,086.58	110	16,371.94	183	16,651.01
4	90	13,996.26	150	19,063.33	162	20,827.04
5	131	15,630.74	142	17,654.16	148	18,297.57
6	116	10,034.30	130	12,650.83	222	19,421.07
7	80	10,781.38	109	14,413.33	123	15,608.42
8	127	16,383.16	201	24,213.33	215	24,703.30
9	81	11,480.78	104	13,271.66	124	14,561.19
10	37	4,560.12	89	10,593.33	126	14,023.18
11	41	5,999.32	86	13,160.08	141	14,994.17
12	40	5,880.06	90	10,824.16	126	12,981.45
13	32	4,521.26	70	9,670.00	90	10,749.87
14	40	5,886.28	88	12,372.03	151	17,389.02
Total	1,197	156,021.36	1,731	219,661.69	2,275	254,709.94

Summary.

	June.	July.	December.
Combined total employees in central office and districts	1,666	2,540	3,342
Combined total salaries in central office and districts	$204,956.84	$293,883.85	$372,765.06

Figures taken from Central Office records irrespective of Form 519 as of February 1, 1920, for District No. 2 and for the 14 district offices are shown below. These figures give definite reply to paragraph No. 1, (*b*), (*c*) and (*d*) of New York Evening Post letter of Jan. 31, 1919.

Number of men of sections 2, 3 and 6 in vocational training, Feb. 1, 1920.

District No.—	Section 3.	Section 6.	District No.—	Section 3.	Section 6.
1	36	1	9	60	.....
2	142	1	10	13	1
3	98	1	11	30	3
4	89	1	12	37	.....
5	9	7	13	17	.....
6	24	.....	14	9	.....
7	45	.....			
8	184	4	Total	802	18

Total number of men now in training	24,563
Section 3 men in training	802
Section 6 men in training	18
Total	820
Section 2 men now in training	23,743

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Number of men of sections 2, 3, and 6 taking vocational training in district No. 2, Feb. 1, 1920.

Total number of men now in training	3,458
Section 3 men in training	142
Section 6 men in training	1
Total	143
Section 2 men now in training	3,315

Equally significant of progress are the recapitulations of figures submitted by the eligibility squad for all districts except district 11 (Wyoming, Colorado, New Mexico, and Utah) and district 14 (Arkansas, Oklahoma, and Texas). Recapitulation for these two districts will be available within a few days. The figures given as registration include the names of all men who have been referred to the Federal board by the War Department, the Bureau of Medicine and Surgery of the Navy, the American Red Cross, the Bureau of War Risk Insurance, and others, for investigation as to eligibility for training. The active load is this number less duplicates, transfers to other districts, cases on which there is no information, just the man's name, etc.

District No. 1 shows a total registration of	10,568
This is reduced by the eligibility squad action to an active load of	7,255
Previously approved for training	924
In training	1,670
Total adidtional approved eligible for training	679
Total number doubtful	1,915
Number declared ineligible for section 2 training	944

The remainder of cases of the 7,255 can be accounted for by training completed, T. B., mental, and sick, etc.

District No. 2 shows a total registration of	31,191
This is reduced by the eligibility squad action to an active load of	16,041
Previously approved for training	1,210
In training	3,199
Total additional approved eligible for training	1,831
Total number doubtful	5,982
Number declared ineligible for section 2 training	1,913

The remainder of cases of the 16,041 can be accounted for by training completed, T. B., mental, and sick, etc.

District No. 3 shows a total registration of	15,573
This is reduced by the eligibility squad action to an active load of	9,871
Previously approved for training	547
In training	2,123
Total additional approved eligible for training	1,392
Total number doubtful	3,610
Number declared ineligible for section 2 training	1,465

The remainder of cases of the 9,871 can be accounted for by training completed. T. B., mental, and sick, etc.

District No. 4 shows a total registration of	18,356
This is reduced by the eligibility squad action to an active load of	16,384
Previously approved for training	833
In training	1,105
Total additional approved eligible for training	550
Total number doubtful	2,852
Number declared ineligible for section 2 training	580

The remainder of cases of the 9,871 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 5 shows a total registration of	24,497
This is reduced by the eligibility squad action to an active load of	12,136
Previously approved for training	879
In training	1,306
Total additional approved eligible for training	1,168
Total number doubtful	5,553
Number declared ineligible for section 2 training	1,516

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The remainder of cases of the 12,136 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 6 shows a total registration of	10,104
This is reduced by the eligibility squad action to an active load of	5,806
Previously approved for training	836
In training	828
Total additional approved eligible for training	373
Total number doubtful	2,336
Number declared ineligible for section 2 training	759

The remainder of cases of the 5,806 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 7 shows a total registration of	21,505
This is reduced by the eligibility squad action to an active load of	13,690
Previously approved for training	850
In training	1,847
Total additional approved eligible for training	1,356
Total number doubtful	6,072
Number declared ineligible for section 2 training	2,485

The remainder of cases of the 13,690 can be accounted for by training completed; T. B., mental and sick, etc.

District No. 8 shows a total registration of	30,400
This is reduced by the eligibility squad action to an active load of	20,348
Previously approved for training	2,333
In training	2,762
Total additional approved eligible for training	1,278
Total number doubtful	8,725
Number declared ineligible for section 2 training	3,743

The remainder of cases of the 20,348 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 9 shows a total registration of	19,375
This is reduced by the eligibility squad action to an active load of	11,654
Previously approved for training	1,185
In training	1,638
Total additional approved eligible for training	1,236
Total number doubtful	3,997
Number declared ineligible for section 2 training	2,634

The remainder of cases of the 11,654 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 10 shows a total registration of	112,328
This is reduced by the eligibility squad action to an active load of	7,951
Previously approved for training	547
In training	1,015
Total additional approved eligible for	752
Total number doubtful	3,417
Number declared ineligible for section 2 training	1,729

The remainder of cases of the 7,951 can be accounted for by training completed, T. B., mental, and sick, etc.

District No. 11 (figures not yet available).

District No. 12 shows a total registration of	9,207
This is reduced by the eligibility squad action to an active load of	5,590
Previous approved for training	653
In training	1,579
Total additional approved eligible for training	297
Total number doubtful	1,461
Number declared ineligible for section 2 training	738

The remainder of cases of the 5,590 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 13 shows a total registration of	5,955
This is reduced by the eligibility squad action to an active load of	4,388
Previously approved for training	455
In training	753

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Total additional approved eligible for training..... 459
Total number doubtful..... 1,311
Number declared ineligible for section 2 training..... 925

The remainder of cases of the 4,388 can be accounted for by training completed, T. B., mental and sick, etc.

District No. 14 (recapitulation figures not yet available).
Total registration, including duplicates..... 205,808
Active live load..... 129,912

Summarized résumé condition status of all districts, except districts 11 and 14, on basis of figures prepared by eligibility squad.

[The eligibility squad is a group of men authorized by central office to audit the cases of all men registered with the board and to determine their status as to eligibility for training under the direction of the Federal board.]

District No.	Total registration, including duplicates for investigation.	Active load.	Previously approved for training, but not in training.	In training.	Total additional approved eligible for training.	Total number doubtful.	Number declared ineligible for section 2.
1	10,568	7,255	924	1,670	679	1,915	944
2	31,191	16,041	1,210	3,199	1,831	5,982	1,913
3	15,573	9,871	547	2,123	1,392	3,610	1,465
4	18,356	16,384	833	1,105	550	2,852	580
5	24,497	12,136	879	1,306	1,168	5,553	1,516
6	10,104	5,896	836	828	373	2,336	759
7	21,505	13,690	850	1,847	1,356	6,072	2,485
8	30,400	20,348	2,333	2,762	1,278	8,725	3,743
9	19,375	11,654	1,185	1,638	1,236	3,997	2,634
10	12,328	7,951	547	1,015	752	3,417	1,729
12	9,207	5,590	653	1,579	297	1,461	738
13	5,955	4,388	455	753	459	1,311	925

Remaining cases constituting a part of the active load in each district may be accounted for by training completed, T. B., mental, sick, etc.

The figures given as registration in column No. 1 include names of all men who have been referred to the Federal board by the War Department, Bureau of Medicine and Surgery, Red Cross, Bureau of War Risk Insurance, etc., for investigation as to eligibility for training. The active load is this number less duplicates, transfers to other districts, cases on which there is no information except man's name, etc.

EMPLOYMENT OF MEN TRAINED.

Up to February 1, 1920, 232 men have completed training, 217 of whom have engaged in suitable employment at the completion of their training, while 15 have deferred employment until some future time. In addition to the number of men who have entered employment, at the completion of their training as shown in the above statement, our records show that of the number of cases investigated, 13,714 of the men were in suitable employment when contact was made with them by our representatives and this fact, in concurrence with other circumstances, was recorded to show that training was not necessary in their cases.

This is not a complete statement concerning the employment status of the number of cases which have been investigated by the board, but simply represents the number of men in whose cases the information was recorded at a time during the development of our work when such information was considered of value. Such information is no longer reported or recorded. The number of men who have completed training in district 2 is 44, 43 of whom are suitably located in employment, one having deferred employment until a future date.

In reply to (e) and (f) paragraph No. 1, letter New York Evening Post, January 31, 1920.

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NUMBER OF HOSPITALS AS REPORTED BY SURGEON GENERAL.

Exclusive of post hospitals which were not supposed to treat disabled men, official reports of the Surgeon General show that at the times indicated, hospitals were maintained as follows:

	June 1-7, 1919.	July 1-7, 1919.	Jan. 1-7, 1920.
United States Public Health Service [1]	26	33	41
War Department	24	22	14
Bureau Medicine and Surgery, Navy	32	31	27
Totals	82	86	82

[1] Attention is drawn to the fact that as the number of United States Public Health Service hospitals increased, there was a corresponding decrease in the number of hospitals maintained by the War Department and the Bureau of Medicine and Surgery of the Navy.

Vocational advisors of the Federal board have been so assigned as to keep in continuous contact on a full time or part time basis with all these hospitals except for the period July 3–23, 1919, when all hospital service was temporarily withdrawn.

EXHIBIT C.

[Telegram.]

FEBRUARY 6, 1920.

NEW YORK EVENING POST,
New York City:

Re telegram February 5: Up to February 1, 232 men have completed training, of whom 217 have engaged in suitable gainful employment at completion of training, and remaining 15 have deferred employment until future date. For district 2, 44 men have completed training, 43 of whom are suitably employed, one having deferred employment. Your letter January 31 requested statement concerning number of hospitals in which board had representatives and not number of employees of board stationed at hospitals. Information given as requested. Board has representatives in every hospital from which men were being discharged June, 1919. Difference between "training begun" and "cases in training" represents number of men who for various personal reasons have withdrawn from training.

LAMKIN.

EXHIBIT D.

[Supplement to second hearing sundry civil bill, 1920. Hearings before subcommittee of House Committee on Appropriations, consisting of Messrs. James W. Good (chairman), William S. Vare, Walter W. Magee, Joseph W. Byrns, of Tennessee, and James A. Gallivan in charge of sundry civil appropriation bill for 1920. Sixty-sixth Congress, first session. Vocational rehabilitation of soldiers, sailors, and marines.]

The CHAIRMAN. Now, you have referred in this general statement of yours to the notice sent out by Dr. Prosser, the director, to the various district officers. That telegram, I take it, is referred to in the letter that Dr. Prosser addressed to Hon. Wm. B. Bankhead, and which is printed at page 2475 of the Congressional Record.

Mr. MUNROE. I would like to see the telegram.

The CHAIRMAN. The telegram referred to by Dr. Prosser is as follows:

"Under legislation just passed, there must be drastic reduction of salaries unless, as we hope, some way can be found to prevent it. Therefore, withdraw immediately all forces from hospitals and other points of discharge and discontinue this service at once. Readjust your forces by releasing a number of men equal to the number so withdrawn. Retain the best qualified men. Inform all men remaining in the service who are receiving over $2,500 that such excess can not be guaranteed after July 1. Urge all good men to stick by the disabled soldier to see if the matter can not be straightened out."

Mr. HOLDER. Mr. Chairman, Dr. Claxton and Mr. Munroe have practically covered all of the points I wanted to touch upon, but I think there is one feature that I should call to your attention. First, the fact that this is a hurry-up job; we do not want it to linger. We believe that we are following out your desires by trying to hasten it.

The CHAIRMAN. Take barbering. You had nine persons in that. How long would it take to make a barber?

Mr. HOLDER. From six weeks to two months.

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The CHAIRMAN. What is the length of time a person should be apprenticed at carpentry before he can be turned out as a carpenter?

Mr. HOLDER. They ordinarily ask for two years' apprenticeship. A man who is a fine joiner would require a longer period to perfect himself in that.

The CHAIRMAN. I am speaking of the ordinary carpenter.

Mr. HOLDER. The aprenticeship in that is two years.

The CHAIRMAN. But you do not propose to keep any of these men in training for over a year to make carpenters of them?

Mr. HOLDER. No; a man would naturally have some previous experience at that trade before he would be recommended.

SPECIAL MEMORANDUM.

The following persons were on the pay roll at the salaries given below and engaged in the administration of the vocational education act at the time of the passage of the rehabilitation act. Their duties since the passage of the act have been divided between the two acts and their salaries therefore split between the two funds:

	Per annum.
Director, Charles A. Prosser	$10,000
Chief Division of Research, Chas. H. Winslow	5,000
Chief clerk, C. E. Alden	2,760
Secretary of board, E. Jos. Aronoff	2,500
Disbursing officer, H. F. Dolan	2,500

EXHIBIT E.

Appointment of a committee for investigation of the Federal Board for Vocational Education. Hearings before the Committee on Rules, House of Representatives, Sixty-sixth Congress, first session, on H. Res. 315.]

Mr. ROGERS. I want to read extracts from a statement which he gave out on resigning from the board.

"My determination to leave the service"—

He says in his statement—

"is caused by the lack of policy, or ever-changing policy, and the inability of the board to determine its problems. The board has been in existence for two years and its largest task has been the rehabilitation of our disabled soldiers, sailors, and marines. In establishing and carrying on this work a definite policy should have been determined and closely followed, but unfortunately up to date it has not been standardized effectively, and therefore leaves much to be desired both on the part of the disabled soldiers and the public.

"No one can question the willingness of Congress to fulfill its promises to the disabled men. It has appropriated $16,000,000 since the armistice was signed. Lack of information has held up the plans laid down by Congress. To carry out the will of Congress there should have been definite plans for the rehabilitation and replacement of these disabled men. This is far from being accomplished.

"The retraining of disabled service men is a business proposition. It should have been handled in a businesslike way by men of practical business training, not left to the haphazard judgment of novices or those who desire to acquire for themselves experience at the expense of the Government and the disabled soldiers. This is exactly what is being done, and I feel that in justice to myself I can not continue longer in the service."

EXHIBIT F.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION FOR
DISABLED SOLDIERS, SAILORS, AND MARINES,
Washington, February 10, 1920.

From: Chief, Division of Rehabilitation.

To: All district vocational officers and all representatives of the Central office case board.

Re: Procedure governing central office case board representatives in the district offices.

DEAR SIR: 1. Men are now assigned to the district offices who are authorized to pass on the elibigility of men for training. These men have been placed in the districts in order to expedite action in dealing with the cases of disabled men.

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2. The results of the eligibility audit show that the pending cases in the district offices are numerous. The final figures show that between 40 and 50 per cent of the active cases in the district offices are still unsettled. The disabled men are entitled to know whether or not they are eligible for section 2 training, and central office must know the training load in order that the necessary preparations may be made and the necessary staff provided.

3. Instructions 32 authorizes the district offices to place men in training if eligibility for training has been determined by central office. The representatives of the central office case board have authority to approve eligibility. Cases may be presented to one of these men at any stage in the progress of the case.

4. In addition to approving eligibility, central office case board representatives are authorized to close cases if there are sufficient grounds for closing. It is, therefore, expected that the districts will handle the pending cases rapidly, and will either offer a man section 2 or 3 training; or will close his case. In this way the live load of a district will be a training load, and the efforts of the board will be concentrated on providing suitable training for those in need of training to overcome the handicaps of their disabilities.

5. Cases submitted to a representative of the central office case board will need no stenographic preparation, and the representative in taking action will need no stenographic service. The practice of dictating memoranda is hereby discontinued The central office case board representative will indicate his action in one of three ways:

(*a*) By noting his action on the outside of the folder with date and submitting Form 385 to central office.

(*b*) By noting his action on C. L. 566 and forwarding the original to central office.

(*c*) In closing cases, by extending C. L. 594 and forwarding the original to central office.

If the case needs special notations, such notations can be made in pencil on Form 566.

6. The central office case board representative may pass on the same case any number of times. He may change the eligibility rating, provided he never changes a rating from eligible to noneligible except as provided in paragraphs 10 and 11 below and provided he notifies central office of each change.

7. The idea back of the program outlined in these instructions is that of giving service to the disabled men. If a man calls at a district office, he should go out with a definite decision in regard to his case. Central office case board representatives are directed however not to interview disabled men. They are to pass on the actual evidence which is in the man's folder.

8. The chief of the division expects that district vocational officers will at all times feel free to offer criticisms of the central office case board representatives assigned to their offices, but he requests that these criticisms be presented to the chief of the division and not to the representatives. The central office representatives are directly responsible to the chief of the division and not to the district vocational officers. If a district vocational officer or his duly authorized agents disagree with the action taken by a central office case board representative on a given case, that case should be submitted to central office as quickly as possible in order that a final decision may be given.

9. The chief of the division expects to transfer central office case board representatives from one district to another as occasion demands. At no time, however, will the districts be without the services of a representative of central office, authorized to give eligibility ratings and to close cases.

10. Cases will sometimes be found in the district offices which have been rated "1," "1a," "1c," or "1ac," by the eligibility squad where the reason for such rating is not apparent and an error has been made. These errors will be of two types:

(*a*) Those cases where there is not sufficient information in the folder to justify the "1" rating.

(*b*) Cases in which the information is complete and indicates that the man is not in need of or not entitled to training.

11. In the case of a man rated as eligible the chief will allow the action to be changed only in the event that the man has not been notified. If a man has not yet been notified that he has been approved for training and it is appraent that the rating "1" was made in error, the case should be resubmitted to the representative of the central office case board in your office. If the error in the case was that of lack of information described in "(*a*)" of paragraph 10 above, steps should immediately br taken to obtain the necessary information. If the judgment was clearly in erroe ("(*b*)" of par. 10) and the disabled man has not yet been notified that he is eligible for training, the central office case board representative is authorized to change the

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rating. In case of any such change a complete letter should be sent to central office stating the reasons for the change and stating that the man has not been notified that he is eligible for training. If the man has been notified no change can be made.

Very truly, yours,

UEL W. LAMKIN,
Chief Division of Rehabilitation.

EXHIBIT G.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
Washington, D. C., January 23, 1920.

From: Chief Division of Rehabilitation.
To: All district vocational officers.
Re: Sick leave for disabled men in training.

DEAR SIR: 1. It is the opinion of central office that too many extensions of sick leave are granted to disabled men who are in training with the Federal board.

2. Section 454 of Miscellaneous 150 Rev. permits 30 days' sick leave to men in training on account of impaired physical condition or illness, without loss of training pay. In case this 30-day period is not sufficient for recovery and the return of the disabled person in training, or to otherwise properly dispose of the case, it is provided that the district vocational officer shall submit to central office for approval such recommendations for extensions, with supporting information as he may deem necessary.

3. Since the regulations for district offices, Miscellaneous 150 Rev., were issued instructions No. 37, under date of October 4, 1919, has been issued, giving the district, guided by the advice of the D. M. O., greater responsibility in this matter. Paragraph 12 of instructions No. 37 provides that whenever in the judgment of the D. M. O. the illness of any man is disabling longer than the 30-day period allowed by the regulations referred to above, the sick leave may be extended accordingly, and the man will not be suspended from his training status, except upon the recommendation of the D. M. O.

4. So many extensions of the sick leave beyond the 30-day period are being made by the district offices and so many requests for extensions are coming forward to central office that it will be necessary to rescind the authority granted under the provisions of miscellaneous 150 Rev. unless the district offices greatly reduce the number of extensions recommended and granted.

5. If a man is discontinued from a training status because of illness, central office will notify the bureau promptly in order that the man may receive compensation from the bureau in lieu of training pay from the board during the period of such illness, providing the man is entitled to compensation.

6. Since the passage of Public No. 104, Sixty-sixth Congress (Sweet bill) there is no difference in amount between training pay by the board and compensation by the bureau in the cases of men without dependents.

7. It is not intended to make any hard or fast rules concerning the method of handling the matter of extension of sick leave for disabled men in training, but it is desired to caution the district offices against the excessive granting of such sick leave. It is desired, further, to leave the matter as set forth in paragraph 12 of instructions No. 37, provided the authority granted therein is exercised with thoughtful judgment and due restraint.

Very truly, yours,

UEL W. LAMKIN,
Chief Division of Rehabilitation.

EXHIBIT H.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION FOR
DISABLED SOLDIERS, SAILORS, AND MARINES,
Washington, February 2, 1920

Form: Chief Division of Rehabilitation.
To: All district vocational officers.
Re: Red Cross fund, W–Z–36, supplementing the Elks' fund.

DEAR SIR: At present certain funds provided by the Benevolent and Protective Order of Elks are available in all district offices which may be used by the district vocational officers in making loans to disabled men in training under section 2 of the vocational rehabilitation act.

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Through favorable action of the executive committee of the American Red Cross, an appropriation of $75,000, known as Red Cross fund W–Z–36, is to be used to supplement the Elks' fund and can be drawn upon when the Elks' fund is exhausted at central office, for the purpose of making loans to disabled men in training under section 2 of the act in the same way and under the same conditions as now apply to the fund provided by the Elks.

It is felt that for the immediate future the Elks' fund available for loans in anticipation of Federal payments and the Red Cross Fund, W–Z–36, available for the same purpose as soon as needed, will be adequate for all usual loans to men in training.

By the action of the Benevolent and Protective Order of Elks and the executive committee of the American Red Cross, the two funds heretofore mentioned have been made available for the purpose of making loans to disabled men. The Elks' fund, as you have been advised heretofore, is to be used in making loans in the nature of advancements to cover the monthly allowances due to men in training, but not received. On account of the great demand on this fund it was deemed advisable to supplement it, and this is accomplished by Red Cross fund W–Z–36, the use of which, as stated above, is subject to the same conditions as those now applying to the Elks' fund, but will not be allotted to the districts until the fund supplied by the Elks has been exhausted at central office.

The executive committee of the American Red Cross has provided a second Red Cross fund known as W–Z–23, entirely separate and distinct from the two funds above mentioned, which is to be disbursed by a Red Cross worker designated to handle the fund, in accordance with established home-service principles and the merits of the individual case as revealed through investigation. This fund was established primarily to make loans to men who had not yet been placed on the Federal board pay roll. It is also available to take care of unusual situations of men in training. In those unusual cases, therefore, in which loans are necessary and are not available from the first two funds referred to, or are in excess of those that may be made from the first two funds, the district vocational officer may submit to the Red Cross worker in charge of fund W–Z–23 a full statement as to the necessity of the loan. The final decision rests with the Red Cross official concerning the granting of a loan from this fund.

Further allotments from the Elks' fund will be made by the custodian upon receiving requisitions from district offices, so long as this fund is available and the need therefor is made clear to him. Allotments to district offices will be made in like manner from the Red Cross fund, W–Z–36, when the Elks' fund is no longer available.

District officers are adjured to secure refunds as quickly and in as large amounts as possible or it will be impossible to maintain a loan fund even though augmented by Red Cross fund W–Z–36.

Very truly, yours,

UEL W. LAMKIN,
Chief Division of Rehabilitation.

EXHIBIT I.

[Henry Romeike (Inc.), (original), 106–110 Seventh Avenue, New York, established 1881.]

[From Journal, Providence, R. I.]

TIP FROM A FEDERAL BUREAU.

A communication from the Federal Board for Vocational Education suggests that the mayors of American cities make it known in their communities that they "have the interest of our wounded heroes at heart"—"if the mayor is a good politician," the tipster proceeds to explain, "he will eagerly grab such a chance for popularity and votes."

If this precious missive may be taken to indicate the intellectual processes which rule the vocational board, it is not be to wondered at that it has been making a failure of the great task confided to it. The composite mental caliber of this Government bureau must be of a very low grade, to say nothing of its moral faculties.

"If the mayor is a good politician he will eagerly grab" the chance to capitalize and exploit the distress of our sick and wounded soldiers, sailors, and marines for his political ends—that is the stupid and disgusting suggestion that this Federal board, which is charged with the humane duty of rehabilitating the disabled veterans, favors us with.

The communication is an insult to the persons for whom it is intended, and to the American people. As a specimen of the propaganda literature which are bureaucrats

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are constantly flooding the country with, at the public's expense, nothing that has heretofore come to notice matches this for futility and insolence combined.

Only a political hanger-on of the cheapest stripe or a fatuous press agent could have been responsible for it. How many such are on the pay roll of the Federal Board for Vocational Education?

EXHIBIT K.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
Washington.

MAYORS OF COUNTRY COOPERATE WITH FEDERAL BOARD—FEDERAL BOARD FOR VOCATIONAL EDUCATION IS RAKING THE COUNTRY WITH A FINE-TOOTH COMB TO DISCOVER ANY VETERAN IN NEED OF VOCATIONAL TRAINING WHO MIGHT HAVE FAILED TO CONNECT WITH AN AGENT OF THE BOARD—MAYORS BECOME WILLING COWORKERS.

To quickly reach every handicapped soldier, sailor, or marine, who is entitled to training under the law, the Federal Board for Vocational Education is sending a circular letter to every mayor in the United States, asking cooperation.

Under the law the Federal Board for Vocational Education can not begin education and retraining of disabled men until they are discharged from the Army hospitals. For a time it was not possible to get agents of the board into the hospitals. Consequently, a large number of men were discharged without ever hearing of the board.

Back in their home towns, these men often tried to hold positions for which they were not fitted. Often they took positions in which their disability was made greater by the activities required in the line of work they had undertaken.

In a great majority of such cases, the man entitled to reeducation was not in a position to hear of the board, or if he did hear of it he was too busy trying to make a living to give the subject consideration. The result was inevitable.

The veteran found he could not successfully hold his job. Often he became downcast, lost hope and developed a spirit of a chronic kicker. His friends and acquaintances, not being informed, could not help him and were inclined to place the blame upon the Federal Board for Vocational Education.

The responses from the mayors over the country to date indicate that these public officials are only too glad to cooperate with the board. Many have indicated that they would do all in their power to help. All have asked for instructions.

Literature, giving instructions how to reach the nearest district office of the board, and other information calculated to supply the need of the handicapped man, is now being placed in the hands of every mayor in the United States. Men in need of training will thus be able to get the information they need from the chief executive of their home towns.

EXHIBIT L.

CIRCULAR LETTER NO. 262.

WAR DEPARTMENT,
OFFICE OF THE SURGEON GENERAL,
Washington, July 17, 1919.

Subject: Assistance to Federal Board for Vocational Education.

1. This office is in receipt of information stating that the Federal Board for Vocational Education has found it necessary to withdraw many of its field agents from reconstruction hospitals. It is unfortunate if any compensable soldiers are discharged without knowing of the opportunities offered by the Federal Board for Vocational Education. You are instructed to see that each patient discharged from your hospital who may be a compensable case is informed of the opportunities offered by the Government through the Federal Board for Vocational Education, and that he is given the location of district offices of the Federal board, as well as the address of the national office in order that he may get in communiaction with the board later.

2. You are directed to make every reasonable effort to procure names, addresses, records, of probable cases and send to this office, attention section of physical reconstruction, for transmission to the Federal board, in case there is no representative of the board at your post. It is the desire of the Surgeon General that everything possible be done to acquaint the men with the opportunities available for them after discharge.

By direction of the Surgeon General:

C. R. DARNALL,
Colonel, Medical Corps, United States Army,
Executive Officer.

Copy to commanding officers and chief educational officers, all base and general hospitals.

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EXHIBIT M.

[Telegram.]

FEBRUARY 13, 1920.

NEW YORK EVENING POST,
New York:

Clarke and Becker temporary with approval of the commission. Clarke's papers not yet rated. Becker found ineligible.

MORRISON, *President.*

EXHIBIT N.

FEDERAL BOARD FOR VOCATIONAL EDUCATION,
DIVISION OF REHABILITATION, DISTRICT VOCATIONAL OFFICE,
New York City, N. Y., December 3, 1919.

MR. JOSEPH FURPHY,
420 John Street, East Newark, N. J.

DEAR SIR: After carefully considering the facts as you gave them to one of our representatives in talking with him about vocational education, under the Government plan for men disabled in military service, the board is undecided, if the facts are as reported, as to whether you can be awarded the training which we understand you desired, under the terms of the vocational act.

Whether or not the disability still exists, it is not clear that it is likely to prove a permanent handicap in your former work.

It may be that the facts we have do not fully reflect your condition at this time. If you have tried to work, the result of this work, its effect upon you, the pay you are able to earn, as compared to other men, etc., may clear up the situation. On the back of this letter you can give us this definite information, including the name of your employer.

Now, this is all important for you and in order that full justice may be done you, you should carefully report to us just what has happened. If you have lately had to consult a doctor, you should give us a report from him.

What we want to know, for your own sake, is what effect your disability has upon your chances in industry. You might say whether your employer has had to favor you in any way because of it.

If, on the other hand, you have tried work of any kind, please tell us in just what way you are convinced that the injury will permanently handicap you for your work, and just as in the other case, if you have had to consult a doctor recently, send us a report from him.

Even though you are not permanently handicapped, you may have certain rights to training which are largely determined by compensation, so please advise us if you have been granted compensation.

Assuring you of our utmost interest in your case in exact accordance with the terms of the vocational act, we are,

Very truly, yours,

S. E. FARWELL,
District Vocational Officer.

P. S.—If compensation has been granted you, please forward original copy from War Risk Insurance Bureau, so that we can make two certified copies and return original immediately to you.

The CHAIRMAN. Just a moment. What was Exhibit I?

Mr. LITTLEDALE. Editorial from Providence Journal, Providence, R. I.

The CHAIRMAN. That is the only thing you have referred to that is not official. All of the balance of it has been connected with the correspondence with the Federal board.

Mr. LITTLEDALE. The editorial in the Providence Journal purports to give the details of the circular letter sent to the mayors, to which we refer in our charges. We have not a copy of that circular sent to mayors of cities.

The CHAIRMAN. How long is the editorial?

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Mr. LITTLEDALE. It is only some 250 words, I should say, sir.

The CHAIRMAN. Is there any objection to this editorial going in? [After a pause.] There is no objection.

How much of the hearing before the Committee on Rules do you propose to put in?

Mr. LITTLEDALE. Very little, sir.

The CHAIRMAN. It is not the whole hearing?

Mr. LITTLEDALE. No, sir.

The CHAIRMAN. There is no objection to that. And the hearing before the Appropriations Committee?

Mr. LITTLEDALE. That is the same way; simply excerpts from it, sir.

The CHAIRMAN. There is no objection to having it put in.

Mr. LITTLEDALE. If I may be permitted, I should like to make a very brief statement of information to the committee.

The CHAIRMAN. Is there any objection? [After a pause.] The Chair hears none.

Mr. LITTLEDALE. The name of Frederick Scheller, a blind soldier of the United States, was presented to the committee as a witness. Scheller was written to, but has not appeared. I trust he will be called. At the same time may I ask that Col. James Bordley, jr., of Baltimore, Md., be called to be examined in relation to the work of the Federal board with the blind? Col. Bordley can tell how he walked around, I believe, with a check for $1,000,000 in his pocket trying to get somebody to do something for the blind. He also, I understand, charges that the Federal board has broken faith in the matter of the care of the blinded soldiers.

At an early hearing of this committee the promise was made that no reprisals should be taken against any witnesses who might appear here who were employees of the board. Eugene H. Meyer, William C. Ives, and William Noyes, all employees of the New York office of the Federal board, appeared here and gave testimony against the board. Immediately Eugene H. Meyer was transferred to Canton, N. Y., in the very northernmost part of the State of New York, some 350 miles distant from his home. Immediately William C. Ives was transferred to Cape May, N. J., a long distance from his home, and I am informed that an explanation was demanded by William Noyes and that there is in the possession of Mr. Lamkin a two-page letter from Mr. Noyes. Reprisals in his case, I believe, have not yet been taken.

I have, on information and belief, the statement that a confidential report has been made to Mr. James P. Munroe, Mr. Arthur E. Holder, and Mr. Calvin F. McIntosh in relation to the evidence given at this hearing. That report, I am informed, was written by a man who did not fight. It refers to Edward M. Kalish, a man who did fight and who won the croix de guerre, as "Kalish, the Russian Jew." It refers to Hartog, an American citizen, as "Hartog, the Russian Jew." I mention this to show what I believe to be the attitude of the central office, and at the same time I beg to state that I am informed that the man who has been charged with the responsibility for the hard-boiled order was on Friday of last week promoted. The men, employees, who came to the assistance of the disabled soldier and spoke the truth here under oath have been sent far distant from

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their homes, discriminated against, but the man who is said to be responsible for the hard-boiled order, I am informed, has been rewarded.

Mr. ROBSION. I did not understand where Mr. Meyer had been sent.

Mr. LITTLEDALE. To Canton, N. Y.

Mr. ROBSION. What duties is he to perform there?

Mr. LITTLEDALE. In a very minor capacity, I believe, sir, at an agricultural school, he knowing nothing of agriculture, he tells me.

Mr. ROBSION. How did you get this information?

Mr. LITTLEDALE. It came to me first of all from the American Legion, and then I got in touch with Mr. Meyer, and he verified it and showed me the written order signed by William A. Clark. I subsequently learned further that the order was probably correct and that steps would be taken to rescind it. I had printed nothing in the paper and had trusted that the order would be rescinded, but information that came to me at a very late hour last night prompted me to place the facts before the committee.

Mr. ROBSION. What reason was assigned, if any, for the transfer?

Mr. LITTLEDALE. I think no reason was assigned, sir.

Mr. ROBSION. What reasons did Mr. Meyer give, if any, for his transfer?

Mr. LITTLEDALE. He gave no reasons.

Mr. ROBSION. He lives in New York City?

Mr. LITTLEDALE. He lives in Newark, N. J.

Mr. ROBSION. What was the other man's name?

Mr. LITTLEDALE. William C. Ives.

Mr. ROBSION. He is the man who testified last week?

Mr. LITTLEDALE. He testified here. Ives is an old soldier and has testified here.

Mr. ROBSION. And where has he been sent?

Mr. LITTLEDALE. To Cape May, N. J.

Mr. ROBSION. What is he to do there?

Mr. LITTLEDALE. I do not know, sir.

Mr. ROBSION. Was any reason given?

Mr. LITTLEDALE. I have not seen Ives. I merely have this on information and belief in his case, sir.

Mr. ROBSION. And what is the name of the man who has been promoted, as you say?

Mr. LITTLEDALE. Mr. Meyer, in testifying here, stated that Carl C. Brigham remarked that he was responsible for the hard-boiled order. I am informed that on Friday Carl C. Brigham was promoted to have charge of records and returns, replacing Mr. William Matthews.

Mr. ROBSION. What increase is that in salary?

Mr. LITTLEDALE. I think, sir, that Mr. Brigham's salary was $3,600, and I have documentary evidence that Mr. Matthews's salary was $3,800. Whether any increase in Mr. Brigham's salary has occurred, I am not aware.

Mr. ROBSION. What becomes of Mr. Matthews?

Mr. LITTLEDALE. Mr. Matthews has dropped out, sir.

Mr. ROBSION. What connection did he have with this investigation, if any?

Mr. LITTLEDALE. No direct connection, sir.

Mr. ROBSION. Or indirect?

Mr. LITTLEDALE. I am not prepared to say at this present time, sir.

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The CHAIRMAN. I want to ask you a question, Mr. Littledale. You heard all the testimony of Mr. Meyer and Mr. Ives and Mr. Noyes?

Mr. LITTLEDALE. I heard it all, sir.

The CHAIRMAN. One of the charges they made was that there was a lack of esprit-de-corps, and that the general morale of the New York office was not good. The question that came to me during all of that investigation was that if the situation as they detailed it did obtain, either there ought to be a change in the board up there or these men ought to get out, one of the two; that the morale could not be good with that situation there, and somebody must be responsible. What is your opinion about that?

Mr. LITTLEDALE. I should say from my contact with that office that you must either discharge or remove one man at the end of it or almost the whole office underneath him. You have one of two courses. I merely say that from my contact with the office; I do not know, sir.

The CHAIRMAN. You rather coincide with the general belief that that situation there could not produce the proper morale, and there ought to be some modification somewhere?

Mr. LITTLEDALE. The men themselves and others who speak to me tell me that it can not. I have only that contact, sir.

Mr. ROBSION. I would like to ask one other question. Mr. Littledale, so far as you have been able to investigate, has any of the blame for the failure to serve the soldiers properly at the New York office attached to these men who testified here?

Mr. LITTLEDALE. None whatever, sir. They have come forward in the interest of the disabled soldier, as they see it, and as we see it.

Mr. ROBSION. So far as the records show, the blame should go to the top of the office and not to the subordinates?

Mr. LITTLEDALE. It goes to the top, I should say.

The CHAIRMAN. That is all, and you are excused, Mr. Littledale.

(The committee thereupon adjourned until Thursday, April 29, 1920, at 10 o'clock a. m.)

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